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CAUT ACPPU
BULLETIN

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Throne Speech Lacks Vision

CAUT has expressed disappointment that last month's throne speech provided so little for post-secondary education. "It presented a surprisingly modest vision for the next century," said CAUT president Bill Graham, "a vision that does not seem to include repairing the damage to Canada's ailing post-secondary education system."

Of principal interest for universities was the announcement that funding for granting councils would be increased by an unspecified amount. The next day, the government indicated it will be establishing 1,200 Chairs for Research Excellence at Canadian universities. While CAUT was clearly pleased at the creation of the new positions, it raised several serious concerns.

Graham said the money promised for the research chairs does not even come close to offsetting the deep cuts made in recent years and nor does it address the problems stemming from the lack of core funding.

The new chairs will be strictly researchers — with no teaching responsibilities. "Students, it seems, will not benefit from the expertise of these people in the classroom," said Graham. "This is troubling because the real strength of universities lies within the link between research and teaching."

He added that the new money will not address the sorry state of university facilities, equipment and other infrastructure. "What good will it do to hire researchers if there is antiquated equipment or if the library is inadequate? These are real problems faced by university researchers right now as a result of government funding cuts."

Ottawa has indicated that the bulk of the new funding will be directed to medical and applied scientific research. This follows on a host of recent policy initiatives that have increasingly pushed university researchers into producing work that allegedly has more immediate commercial benefits. "But what will become of research that is important even if it may not have an immediate commercial appeal?" asked Graham. ■

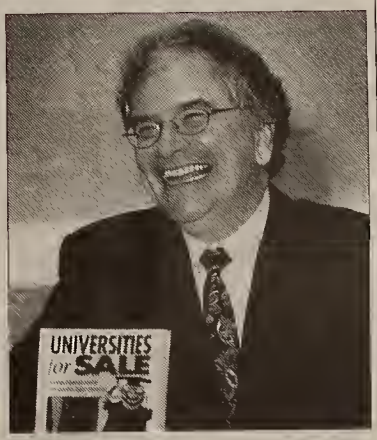
Fall Conference Exposes Commercialism Trend

URSULA Franklin cautioned the 150 participants at CAUT's October conference, "Universities and Colleges in the Public Interest," that commercialization is moving Canada's post-secondary educational system away from a commitment to public usefulness and away from its primary purpose "to equip the young with the knowledge, skills, insights and critical abilities to cope with the future."

Franklin, a Professor Emerita at the University of Toronto, also expressed concern that basic and applied research are being steered inappropriately by private interests that undermine the integrity of the research and the researcher.

Following Franklin's keynote address, Janice Newson described commercialization as being "primarily about changing the university from a 'public-serving' to a 'private-serving' mission that limits the quest for knowledge and prepares students for a pre-ordained future. Wayne Renke offered participants a critical look at the terms of the conference's subtitle, "Stopping the Commercial Takeover of Post-Secondary Education," and suggested we have the structures to deal with the challenges. "It is our responsibility to use them," Renke concluded.

CAUT president Bill Graham reported that universities and colleges are increasingly entering into secret agreements with corporate donors in response to government funding cutbacks. Citing examples of agreements between the University of Toronto and Nortel, Barrick Gold, the Rotman Foundation, and Bell-Emergis, Graham remarked these agreements compromise the integrity of the institution, attempt to steer scholarship and teaching, and undermine collegial governance structures.



Author Neil Tudiver signs copies of CAUT's first monograph title launched at the conference.

See COMMERCIALISM Page 4 ☞

La tendance à la commercialisation : un prix à payer pour les universités?

URSULA Franklin a mis en garde les 150 participants à la conférence de l'ACPPU, intitulée «Universities and Colleges in the Public Interest», contre la commercialisation qui éloigne le système d'enseignement postsecondaire du Canada de son engagement envers l'utilité publique et de son principal objectif, soit de munir les jeunes des connaissances, des compétences, d'une largeur de vue et d'un sens de la critique pour affronter l'avenir.

Mme Franklin, professeure émérite de l'Université de Toronto, s'est également inquiétée du fait que les intérêts privés minent l'intégrité de la recherche et des chercheurs en orientant de manière préjudiciable la recherche fondamentale et appliquée.

Prenant la parole à la suite de Mme Franklin, Janice Newson a décrit la commercialisation comme un phénomène qui modifie principalement la mission de service public de l'université pour en faire une mission de service privé, ce qui limite la quête du savoir et prépare les étudiants à un avenir prédestiné. Wayne Renke a offert aux participants un regard critique sur les termes du sous-titre de la conférence, à savoir «Stopping the Commercial Takeover of Post-Secondary Education», et a laissé entendre que nous disposions des structures pour relever ces défis.

Le président de l'ACPPU, Bill Graham, a fait état des ententes secrètes de plus en plus courantes entre les universités et les collèges et des donateurs du secteur privé pour faire face aux compressions budgétaires des gouvernements. Il a donné l'exemple d'ententes entre l'Université de Toronto et Nortel, Barrick Gold, la Fondation Rotman, et Bell-Emergis. Il a fait remarquer que ces ententes compromettaient l'intégrité de l'établissement, tentaient de gouverner la recherche et l'enseignement et de miner les structures collégiales de direction.

Ann Clark, Nancy Olivieri, et Michèle Brill-Edwards ont montré comment les intérêts de l'entreprise privée nuisaient à la recherche médicale et agronomique.

La tentative des sociétés d'utiliser les universités et les collèges comme sites de mise en marché de biens et services privés est un autre sujet qui a été soulevé. Les conférenciers ont signalé de nombreuses

Voir L'INTÉRÊT PUBLIC à la page 5 ☞

Contract Staff Initiatives

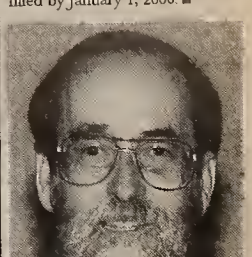
CAUT has made part-time and other contract academic staff an important priority. In addition to creating a new subcommittee on contract academic staff, CAUT is hiring a new professional officer whose job will be to work with local associations in organizing contract academic staff.

"It has become clear that contract academic staff are an integral part of CAUT's responsibilities," said David Clipsham, chair of the newly created subcommittee. "It is essential for all of us to have a holistic vision of the academic workplace — to recognize that the common interests of full-time and part-time academic staff outweigh any differences."

An immediate task for the subcommittee was to review the CAUT policy on academic appointments and tenure. At the April 1999 Council, delegates recognized that the policy was seriously flawed and referred it to the new subcommittee and to the Academic Freedom and Tenure Committee with instructions to "revise the sections dealing with contract academic staff to express CAUT's support for (1) inclusiveness, (2) academic freedom, (3) job security, (4) fair and due process in all decision-making, and (5) elimination of all exploitation." The revised policy will be brought to the November Council.

In addition to Clipsham, members of the subcommittee are Brian Brown (Windsor), Aydon Charlton (Regina), Tess Hooks (Western Ontario), Eileen Lohka (Calgary) and Brenda McLean (Alberta).

The new staff position will be filled by January 1, 2000. ■



David Clipsham

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CORRECTION

In the October issue of the *Bulletin* (Bookshelf), Bill Bruneau's review of Michiel Horn's *Academic Freedom in Canada* referred to the illustrative case of Eric Infeld at pp. 207-211. In fact, Professor Bruneau intended to refer to the case of Eric's father, Leopold Infeld.

LETTERS COURRIER

Reader challenges 'women only' job advertisement

Jim Turk, executive director of CAUT, assured me on more than one occasion that CAUT would follow its published policies with respect to publishing the discriminatory job ad from the psychology department at Wilfrid Laurier University in the CAUT *Bulletin*. By publishing this ad, CAUT has violated its own policies which state:

"CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. When any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons."

The Ontario Human Rights Commission has not approved either WLU's special program or the wording of its advertisement for a faculty position. It has certainly not mandated that WLU publish the job ad. As you may know, a complaint against WLU has been lodged with the Ontario Human Rights Commission.

WLU's reason for reserving their position for a "woman only" is because they would like to have more women on their faculty. As you must surely know, that is not a sufficient reason for discrimination.

WLU must prove to the satisfaction of the Ontario Human Rights Commission that their special program to advantage women is justified by section 14 of the Human Rights Code, which requires, in this case, that female applicants, with PhDs, are disadvantaged, suffer economic hardship, or have been denied equal opportunity. No one has presented evidence that there has been discrimination against women in faculty hiring in the psychology department. Indeed, according to *Laurier News* "Dr. Linda Parker, a Psychology professor and Assistant Dean, Graduate Studies and Research, says the situation in Psychology 'is not the result of discrimination'." Further it requires a complete denial of over two decades of data collected by Statistics Canada to continue to believe that female applicants for faculty positions are discriminated against in job hiring.

By your action in publishing WLU's discriminatory job ad you have rejected an opportunity to show moral leadership and strike a blow against job discrimination. By your refusal to provide your reasons for your decision, you have shown contempt for many of us who disagree with you.

CLIVE SELIGMAN
Psychology, University of Western Ontario

The Wilfrid Laurier University psychology advertisement published in the October edition of the Bulletin is consistent with the Ontario human rights legislation and the publisher's statement. – ed.

Ad's 'political agenda' draws opposition

Like most job ads, the one placed in the September issue of the *Bulletin* by the University of Toronto's Institute for Women's Studies and Gender Studies calls for expertise in a number of special fields, including Indigenous Women's Issues. There the similarity ends, for the ad goes on to state the "capacity to teach feminist methods and a record of community involvement would be assets" and "the successful candidate will bring a feminist and anti-racist perspective" to one or more of the specified fields.

Surely every reader of the *Bulletin* sees this is no ordinary job ad, but an attempt to recruit faculty activists to promote a definite political agenda and to indoctrinate university students in a prescribed ideology.

Since when is it permissible to make adherence to any doctrine a condition of appointment to a Canadian university? Since when is it possible to prescribe, not just areas of research and teaching emphasis, but the "perspective" to be adopted as well? Since when is "community involvement" (affiliation with certain groups?) a legitimate basis for the evaluation of candidates for an academic position?

According to official CAUT policy, the *Bulletin* "will not accept advertisements of academic positions restricting applications on grounds of … political belief or affiliation." In addition, the criteria of evaluation set out in this ad violate the provisions of the CAUT model clause on academic freedom, which includes the phrase "regardless of prescribed doctrine."

MURRAY MILES
Philosophy, Brock University

DOREEN KIMURA
President, Society for Academic Freedom & Scholarship

Nomination d'un comité d'enquête dans l'affaire Olivieri

L'ASSOCIATION canadienne des professeurs et professeures d'université a annoncé en octobre la nomination d'un comité indépendant chargé d'enquêter sur les événements survenus à l'hôpital des enfants malades et l'Université de Toronto et mettant en cause Dre Nancy Olivieri et la compagnie Apotex Inc. L'affaire de la chercheure-clinicienne de l'Université de Toronto, Dre Nancy Olivieri, a attiré l'attention l'année dernière lorsque les recherches qu'elle effectuait à l'hôpital des enfants malades l'ont amenée à croire qu'un nouveau médicament était dangereux pour certains patients. On prétend que l'hôpital et l'université n'ont pas pris sa défense lorsque Apotex, l'un des deux bailleurs de fonds de la recherche, s'est opposée à ce qu'elle publie ses résultats. De plus, on prétend qu'elle a été victime, de diverses façons, de harcèlement, notamment en milieu de travail, de la part de dirigeants de l'hôpital et de l'université ainsi que de représentants d'Apotex.

Le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU a examiné l'affaire et a conclu que les questions soulevées étaient graves. Il a ajouté que d'autres comités s'étant penché sur l'affaire n'avaient pas répondu à de nombreux point d'interrogation. Outre les faits touchant Dre Olivieri, des questions de politique générale d'ordre institutionnel sont en jeu. En conséquence, le Comité de la liberté universitaire et de la permanence de l'emploi a nommé un comité d'enquête indépendant.

Le comité d'enquête se compose des personnes suivantes : Patricia Baird, professeure éminente, département de génie médical, Université de Colombie-Britannique, Jocelyn Downie, directrice de l'institut en droit de la santé, Université Dalhousie, et Jon Thompson, directeur du département de mathématique et de statistique, Université du Nouveau-Brunswick, également président du comité. Les comités d'enquête sont nommés pour mener des enquêtes objectives dans des causes pour lesquelles il existe de sérieuses allégations de violation de la liberté universitaire ou d'autres droits professionnels, ou de discrimination. Ces comités se composent de membres bénévoles, respectés du milieu universitaire, et dont l'expérience est pertinente. Le Comité de la liberté universitaire et de la permanence de l'emploi les nomme et leur confie un mandat ainsi qu'un budget. Ils élaborent ensuite leurs procédures, enquêtent sur les faits, tirent leurs conclusions et rédigent un rapport. Le rapport est soumis au Comité de la liberté universitaire et de la permanence de l'emploi qui veille à ce que les parties au litige l'étudient et aient l'occasion de formuler leurs commentaires avant sa publication. Les observations des parties intéressées sont publiées avec le rapport.

En vertu de son mandat, le comité enquêtera pour déterminer s'il y a eu violation de la liberté universitaire, de l'éthique de la recherche ou des travaux cliniques, et si les modifications apportées aux conditions de travail de Dre Olivieri pendant la controverse ont diminué sa capacité et celle de ses collègues à mener leurs recherches scientifiques et à traiter leurs patients. On a aussi demandé au comité d'envisager de formuler des recommandations de politique générale sur la recherche conjointe université-industrie.

Le comité dispose d'un bureau et de personnel de soutien à Toronto ainsi que d'une importante documentation. Au début de novembre, il fera sa première visite sur place pour entendre des témoins et pour recevoir plus de documents. Le Comité de la liberté universitaire et de la permanence de l'emploi a pris des dispositions pour publier le rapport du comité d'enquête. ■

Traduit de l'article «Committee of Inquiry Appointed in Olivieri Case».

Equity News

Federal Civil Servants Win Pay Equity Battle

FEDERAL civil servants were jubilant last month when Mr. Justice Evans of the Federal Court (Trial Division) ruled against the federal government's attempt to evade pay equity.

After a bitter 15 year struggle for wage equity in the federal public sector, Justice Evans dismissed the government's appeal of the 1998 Canadian Human Rights Tribunal decision that found women workers in selected job categories had been underpaid in comparison to comparable male workers. For more than 200,000 (mostly women) workers, this means that the years of waiting for justice are finally over.

Justice Evans made clear that the systemic wage differentials were a result of years of occupational segregation and the undervaluation of women's work, contrary to section 11 of the *Canadian Human Rights Act*.

He also had strong words of criticism for the government's approach to the case, holding that "the Attorney General's argument was based on the narrowest possible interpretation of the *Canadian Human Rights Act* ... It paid only lip-service to the regular admonitions from the Supreme Court that, as *quasi*-constitutional legislation, human rights statutes are to be interpreted in a broad and liberal manner."

After much uncertainty following the release of the award, and rumours the government would again appeal the decision, the treasury board has agreed to pay out the $3.5 billion it owes to the workers.

In the wake of the powerful decision, the government bas announced it will be amending the existing pay equity legislation in order to "clarify" the obligations of the federal government and other federally regulated employers.

It may be that the next struggle for equity will be in ensuring the recent gains that have been made are not eroded by these proposed changes. ■

The full text of the decision can be found at http://www.psac.com/payequity/new/june99/pay-e.htm#Decision.

Bishop's Faculty Launch Job Action

By DAVID SEALE

FACED first with a refusal to negotiate by the administration and then with the lowest of salary offers, the Association of Professors of Bishop's University has approved a policy of non cooperation and job action to take effect immediately.

Among other things, recommendations include resignations by chairs of departments, non-attendance at senate meetings, unavailability for registration for the winter session, refusal to offer extra courses, and suspension of pledges to the financial campaign. The association has also adopted a framework to ensure that, wherever possible, student interests will be protected.

Bishop's three-year contract expires in July 2000, but included a salary re-opener that could be exercised by either party on July 1, 1999. An annual clawback of 1.1 per cent over the same period was agreed to and Bishop's faculty are currently returning the third yearly payment of that clawback.

The opener clause was signed in the hope future improvements in Bishop's financial situation could accommodate any necessary redress of faculty salaries. This improved support has materialized in the form of special grants from the provincial government, and in the additional context of a newly adopted policy, which offers generous pay increases for senior administration. Consequently, the association felt completely justified in reopening the question of faculty salaries.

This action was met with surprise by the administration and they initially refused to negotiate. They are now offering, by their own characterization, "minimalist" increases which do not come close to the legitimate demands presented by the association. Even within this meagre offer they are seeking to discriminate against long-serving faculty by proposals to alter the overall scale in favour of the lowest ranks. And all this occurs in a larger context: faculty at Bishop's have not only demonstrated cooperation and self-sacrifice in the period of recent austerity and retrenchment but also remarkable generosity by gifts to the university's current financial campaign.

Early indications regarding the job action are of massive support and solidarity. This issue in fact has united the faculty at Bishop's in an unprecedented way.

Meanwhile, negotiations are continuing and the association is hoping a just and reasonable settlement will be achieved. ■

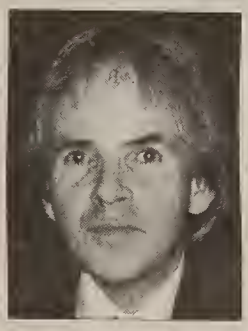
(David Seale is chief negotiator for the Association of Professors of Bishop's University.)

Higher Education Unions Plan Pro-Active Agenda

National unions meeting at Budapest conference seek action on academic freedom and resistance to deregulation and privatization of public education.

EIGHTY representatives of 24 national higher education or research-specific unions met in Budapest September 23-25, 1999 for the second international conference on higher education and research organized by Educational International. Created in 1993, EI is now the world's largest educators' federation representing 23 million members through its 294 member organizations. CAUT, a newly-chartered member of EI was represented in Budapest by its president, Bill Graham, and staff member Robert Léger.

CAUT and its sister associations around the world are working to give higher education issues a greater profile within EI and to encourage an action-based agenda to address them. The Budapest conference was a valuable opportunity to raise the most pressing problems facing higher education — core funding crises brought on by government under funding, assaults on and challenges to academic freedom, the commercialization of education and research, and the threat of the inclusion of education in the liberalization of the trade in services to be addressed by the WTO in Seattle later this month. "It is important for Canadians and the federal government to know that these are issues of global importance, and that teacher organizations worldwide are profoundly concerned about them," Graham said.



EI General Secretary Fred van Leeuwen

UNESCO Recommendation

EI general secretary Fred van Leeuwen noted that EI had played a large part in the adoption by the UNESCO General Conference on November 11, 1997, of the *Recommendation Concerning the Status of Higher Education Teaching Personnel*, which CAUT's former executive director had worked so hard to achieve. EI has pledged itself to promote and develop an effective monitoring process for the implementation of the recommendation.

The Budapest conference, at the initiative of CAUT, unanimously resolved that EI should seek action from UNESCO regarding the implementation of Article 75 of the recommendation, where the director general had been charged with preparing a comprehensive report on the world situation with regard to academic freedom and the human rights of higher education teaching personnel. So far nothing has been seen of the report.

The resolution concerning the implementation of Article 75 calls for the UNESCO director general to:

• publisb the reports on academic freedom received from member states, name the countries that did not provide reports on academic freedom in the context of Article 75, set a new date for the receipt of reports and allow for the provision of reports by NGOs;

• establish a commission charged with the responsibility of assembling, analyzing, and reporting upon the conditions identified;

• appoint, in consultation with EI, to the commission a majority of individuals who are "higher education personnel" as defined by the recommendation; and

• provide to the commission the staff and financial resources necessary to complete its work within the 24-month period immediately following its creation.

WTO Millennium Round

General secretary van Leeuwen reaffirmed EI's opposition to international institutions' attempts to deregulate and privatize education. Delegates to the conference advised EI of serious concerns related to the impending commencement of the World Trade Organization Millennium Round. Exponents were concerned that proposals from many OECD countries, including Canada, are calling for significant increases in the scope of, and degree of liberalization achieved by the General Agreement on Trade in Services (GATS). This liberalization would include education among tbe services.

The resolution voted on by the delegates states, among other things, that:

• the free market model which underpins these liberalization efforts is inappropriate for tertiary education and education generally;

• EI's central objective should be to have education excluded from the scope of the GATS;

• EI should encourage its affiliates to develop coordinated campaigns on the forthcoming negotiations, and should demand openness and transparency of negotiations and consultation with national unions;

• EI should press for a moratorium on further liberalization of trade in educational services, and for full participation by national education unions in the determination of their countries' positions, and for recognition that action taken by governments for the provision of public tertiary education cannot be considered a disguised restriction on trade in services.

Van Leeuwen as well proclaimed EI's commitment to promote open and accountable institutional governance and management systems involving staff unions, and support for academic freedom and the right to collective bargaining including the protection of intellectual property rights and the defense of contract and part-time staff.

Commercialization

Conference delegates also unanimously supported CAUT's resolution concerning the commercialization of higher education and publicly funded research. It called upon EI to endorse the principle that publicly funded higher education and public sector research serve the greater social good, the academic freedom of research personnel and the public interest, and to oppose proposals which make commercialization a fundamental mission of higher education.

The resolution urges EI to take whatever steps are necessary to monitor, resist and publicize the impact of the growing commercialization of higher education and public sector research including, but not limited to: the strategies of governments which may require researchers to enter into relationships and partnerships with private sector corporations as a condition of public sector research funding; and attempts to vest the ownership of intellectual property produced by publicly funded higher education and public sector research personnel with private sector corporations without regard for the public good and the contractually guaranteed rights and academic freedom rights of researchers.

The Budapest conference also adopted resolutions dealing with the pressing and dangerous situations in East Timor and Ethiopia. ■

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L'ACPPU organise les universitaires

L'ACPPU accorde une priorité de plus en plus grande aux universitaires contractuels. Outre la création d'un sous-comité sur les universitaires contractuels, l'ACPPU embauchera un agent professionnel chargé de travailler avec les associations locales pour organiser les universitaires contractuels.

«Il est devenu évident que les universitaires contractuels s'inscrivent dans les responsabilités de l'ACPPU», a déclaré David Clipsham, président du nouveau sous-comité. «Il est essentiel que nous ayons tous une vision globale du milieu de travail universitaire, que nous reconnaissions que l'intérêt commun des universitaires à temps plein et à temps partiel l'emporte sur les différences.»

Le sous-comité a eu comme première tâche d'examiner l'Énoncé de principes de l'ACPPU sur la nomination des professeurs et la permanence. Lors de l'assemblée d'avril 1999 du Conseil, les délégués ont confié au nouveau sous-comité ainsi qu'au Comité de la liberté universitaire et de la permanence de l'emploi la responsabilité de «réviser les articles traitant du personnel contractuel de manière à exprimer le soutien de l'ACPPU à l'intégration, à la liberté universitaire, à la sécurité d'emploi, à l'équité et à l'équité procédurale dans toutes les prises de décision, et à l'élimination de l'exploitation financière». L'énoncé de principes révisé sera à l'ordre du jour de l'assemblée de novembre du Conseil.

Le nouveau poste sera pourvu d'ici le 1er janvier 2000. ■

Traduit de l'article «Contract Staff Initiatives».

Conference Exposes Commercialism Trend

From PAGE 1

Ann Clark, Nancy Olivieri, and Michèle Brill-Edwards reported how corporate interests are inappropriately influencing medical and agricultural research.

Another theme was the corporate attempt to use universities and colleges as sites to market private goods and services. Speakers pointed out many forms – from exclusive agreements with suppliers, to advertising in hallways and on washroom walls, to financial rewards for faculty mentioning product names in lectures.

David Noble and Langdon Winner addressed a third form of commercialization – the attempt to use new technologies to turn teaching into a commodity. Winner's ironic sales pitch for the EduSham corporation's new APM (Automated Professor Machine) drew a standing ovation.

The final theme – the imposition of a corporate model on the management of the universities and colleges – was discussed by Bill Bruneau, Maureen Shaw, and the Canadian Federation of Students National Chairperson Michael Conlon.

Marjorie Griffin Cohen warned participants that Canada's ability to maintain and enhance its public educational system was in jeopardy because of upcoming international trade discussions in the World Trade Organization. She noted there is pressure to bring education under the auspices of the General Agreement on Trade in Services that is being renegotiated over the next three years.

Jean-Paul Lainé, from the University of Rouen; Sir David Weatherall, Regius Professor of Medicine at Oxford; and Denise Angers, vice-president of the Fédération québécoise des professeures et professeurs d'université, were members of a panel that addressed the issue of commercialization of education and research in France, England and Quebec respectively.

From challenges to solutions, Paul Axelrod and Claire Polster talked about how universities and colleges can reclaim their public purpose.

In workshops than ran throughout the conference, participants developed an action list of what local, provincial and national associations can do as well as ideas for initiatives by individual academic staff members to defend their profession and their public institutions.

Within the next four months, the conference papers and the workshop action lists will be published in the second volume of the new CAUT Series Title published by James Lorimer & Company. "In the meantime, locals that want copies of the workshop action lists should contact us directly," said CAUT executive director Jim Turk.

The final plenary adopted a conference statement that reaffirmed a commitment to post-secondary education that serves the public interest and opposed any restrictions on the creation or dissemination of knowledge. ■

CAUT would be pleased to assist local associations that would like to sponsor conferences on commercialization at their own institutions.

Négociations commerciales : un danger pour l'éducation

Il est à craindre que le Canada inclue l'éducation dans les renégociations de l'AGCS.

La prochaine conférence ministérielle de l'Organisation mondiale du commerce se tiendra du 30 novembre au 3 décembre 1999 à Seattle, Washington. L'OMC y lancera les prochaines grandes négociations sur le commerce mondial devant débuter au début de l'an 2000. Des ministres et des hauts fonctionnaires de plus de 150 gouvernements sont attendus à la conférence. L'une des principales priorités consistera à planifier la renégociation de l'Accord général sur le commerce des services (AGCS).

Des représentants d'organismes non gouvernementaux du monde entier seront également présents à la conférence, dont le président de l'ACPPU, Bill Graham, et le directeur général, Jim Turk.

«Nous craignons que le Canada inclue l'éducation dans les renégociations de l'AGCS», a déclaré Bill Graham. «La rencontre nous permettra de parler avec des représentants de l'éducation et du secteur social de nombreux pays et de préparer un plan d'action pour protéger l'enseignement public.»

Jim Turk a expliqué que si le Canada s'engageait à inclure complètement les services éducationnels dans les règles actuelles de l'AGCS, on subirait les conséquences suivantes :

• Les fournisseurs étrangers de services éducationnels se verraient garantir l'accès au marché canadien de l'éducation. Ils auraient notamment le droit d'investir au Canada (une présence commerciale), de fournir des services aux Canadiens à partir de l'étranger (services transfrontaliers), de fournir des services aux Canadiens voyageant à l'étranger (consommation à l'étranger) et de déléguer temporairement des éducateurs-vendeurs au Canada (présence de personnes physiques). Les fournisseurs étrangers de services pourraient choisir le mode de fourniture, ou une combinaison, qui conviendrait le mieux à ses intérêts;

• Les gouvernements devraient donner aux fournisseurs étrangers de services éducationnels les mêmes subventions, la même aide financière et autres avantages qu'ils offrent aux fournisseurs canadiens de services éducationnels. Au contraire de l'ALENA et de l'AMI, l'AGCS comprend les subsides;

• Les gouvernements devraient accorder aux fournisseurs étrangers de services éducationnels le pouvoir de conférer des grades et ils devraient s'assurer que les organismes non gouvernementaux exerçant l'autorité gouvernementale déléguée, entre autres les instituts pédagogiques et les associations professionnelles, reconnaissent les grades et les diplômes conférés par les fournisseurs étrangers de services éducationnels, y compris les fournisseurs étrangers à but lucratif.

• Il faudrait éliminer les critères de résidence, par exemple, l'exigence que la majorité des membres du conseil d'administration d'une université soient résidents canadiens ou que la préférence soit accordée aux Canadiens qualifiés pour les postes d'enseignant;

• Les gouvernements devraient offrir des prêts d'études, des bourses et d'autres formes d'aide financière aux étudiants fréquentant des établissements d'enseignement étrangers ou suivant des cours de ces établissements au même titre que les étudiants fréquentant des établissements d'enseignement canadiens.

• Il faudrait éliminer le traitement fiscal préférentiel accordé aux écoles, aux universités, aux collèges et autres établissements d'enseignement canadiens par rapport aux fournisseurs étrangers de services éducationnels. Au contraire de l'ALENA et de l'AMI, l'AGCS comprend des mesures fiscales.

• Les subventions publiques ou les incitatifs fiscaux pour la recherche et le développement effectués par des Canadiens dans des établissements d'enseignement canadiens poseraient des problèmes au même titre que l'exigence d'accorder aux Canadiens un accès préférentiel aux avantages de la recherche et du développement financés par des deniers publics. (Encore une fois, ce sont des conséquences de l'AGCS parce qu'il comprend les subsides.) ■

Traduit de l'article «Trade Talks — Risk to Education».

Une stagiaire étudie le renouvellement des professeurs

L'ACPPU élargit le cadre de ses travaux de recherche de concert avec Statistique Canada et l'Université Carleton. Le mois dernier, Catherine Fontaine, une étudiante à la maîtrise à l'école de statistique et de mathématique de l'Université Carleton, a entamé un stage à l'ACPPU au cours duquel elle entreprendra deux projets étroitement liés sur la demande future en formation universitaire et le renouvellement du corps professoral.

En ce qui concerne sa première étude, M^me^ Fontaine se penchera sur les taux de participation au fil du temps pour diverses catégories d'étudiants, de disciplines et de régions afin de dégager les tendances de fréquentation des universités. Des prévisions pour la demande future se fonderont sur des données disponibles provenant du Centre des statistiques sur l'éducation de Statistique Canada et d'ailleurs.

M^me^ Fontaine examinera également les tendances reliées au vieillissement et à la retraite des professeurs d'université ainsi qu'au remplacement des professeurs. Elle étudiera la perte de professeurs à temps plein attribuable à la retraite normale et anticipée, ainsi que le mouvement des professeurs vers des emplois à l'extérieur du secteur universitaire. En outre, elle examinera les tendances en matière de remplacement des professeurs, notamment l'engagement de nouveaux professeurs à temps plein et, là où les données existent, les tendances de l'embauche d'universitaires contractuels. Des estimations pour la demande future en professeurs relieront ensemble les tendances du renouvellement du corps professoral et la demande prévue pour la formation universitaire.

La stagiaire Catherine Fontaine étudiera les tendances.

M^me^ Fontaine partagera son temps entre le secrétariat de l'ACPPU et le Centre des statistiques sur l'éducation de Statistique Canada. Elle entreprend ces études dans le cadre de sa maîtrise. L'ACPPU publiera les résultats de ces deux études dans sa série de publications de recherche. ■

Traduit de l'article «Student Intern to Study Faculty Renewal».

Student Intern to Study Faculty Renewal

CAUT is expanding its research work in conjunction with Statistics Canada and Carleton University. Last month, Catherine Fontaine, a graduate student in the Carleton University school of mathematics and statistics, began an internship program at CAUT during which she will undertake two interrelated projects on future demand for university education and on faculty renewal.

In the first study, Ms. Fontaine will examine participation rates over time for various categories of students, disciplines and regions, in order to determine trends in attendance at universities. Projections for future demand will be based on data available from Statistics Canada's Centre for Education Statistics and from elsewhere.

Ms. Fontaine will also examine trends related to the aging and retirement of university faculty and faculty replacement. She will track loss of full time faculty due to normal and early retirement, and the movement of faculty into other employment outside the university sector. Trends in faculty replacement will be studied, including new hires for full time faculty, and where data exist, hiring patterns for contract academic staff. Estimates for future demand for faculty will tie together the trends in faculty renewal and projected demand for university education.

Ms. Fontaine will divide her time between the CAUT office and the Statistics Canada's Centre for Education Statistics. The studies are being undertaken as part of Ms. Fontaine's requirements for a masters degree. CAUT will publish the results of these two studies in its research publication series. ■

L'intérêt public avant tout

Suite de la PAGE 1

formes, du contrat exclusif avec des fournisseurs à la publicité sur les murs des couloirs, en passant par des rétributions financières pour les professeurs qui mentionnent le nom d'un produit dans leur cours.

David Noble et Langdon Winner ont traité d'une troisième forme de commercialisation, soit la tentative d'utiliser de nouvelles technologies pour transformer l'enseignement en un produit de base. La présentation ironique que Winner a faite de la nouvelle machine de la compagnie Edu-Sham, le PA (professeur automatisé), lui a valu une ovation debout.

Bill Bruneau, Maureen Shaw et Michael Conlon, le président national de la Fédération canadienne des étudiantes et étudiants, ont traité du dernier thème, soit l'imposition d'un modèle de gestion des universités et des collèges calqué sur le secteur privé.

Marjorie Griffin Cohen a prévenu les participants que le Canada risquait de ne plus pouvoir maintenir et améliorer son système public d'enseignement à cause des prochaines négociations commerciales de l'Organisation mondiale du commerce. Elle a fait remarquer que des pressions étaient exercées pour inclure l'éducation dans l'Accord général sur le commerce des services qui sera renégocié au cours des trois prochaines années.

Jean-Paul Lainé, de l'Université de Rouen, Sir David Weatherall, professeur de médecine à Oxford, et Denise Angers, vice-présidente de la Fédération québécoise des professeures et professeurs d'université, ont composé un groupe d'experts qui ont respectivement traité de la commercialisation de l'enseignement et de la recherche en France, en Angleterre et au Québec.

Des défis aux solutions, Paul Axelrod et Claire Polster ont expliqué comment les universités et les collèges pouvaient reprendre leur rôle axé sur l'intérêt public.

Dans les ateliers tenus tout au long de la conférence, les participants ont mis au point une liste de mesures spécifiques que les associations locales, provinciales et nationales pourraient prendre et ont proposé des initiatives que les membres du corps universitaire pourraient réaliser pour défendre leur profession et leur établissement d'enseignement public.

Au cours des quatre prochains mois, les états de la conférence et les listes de mesures spécifiques seront publiés dans le deuxième volume de la nouvelle série de monographies éditée par James Lorimer & Company. «Dans l'intervalle, les associations locales qui désirent des exemplaires des listes de mesures spécifiques devraient communiquer avec nous directement», a recommandé le directeur général de l'ACPPU, Jim Turk.

Une déclaration a été adoptée à la plénière finale qui réaffirme l'engagement envers l'enseignement postsecondaire au service de l'intérêt public et qui s'oppose aux restrictions imposées à la création ou à la diffusion du savoir.

L'ACPPU se fera un plaisir d'aider les associations locales qui aimeraient organiser à leur université un colloque sur la commercialisation. ■

Traduit de l'article «Fall Conference Exposes Commercialism Trend».

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CONFERENCE REPORT

Libraries 2000

The Metamorphosis of Marian

By DIANE PETERS

CAUT's 1999 Librarians' Conference held in Banff last month provided the more than 60 attendees with the opportunity to discuss cballenges facing academic librarians and libraries on the eve of the millennium. The word "challenge" is one which can have both negative and positive connotations: to bring charges against, to call into question, to dispute, to demand, but also something exciting or stimulating.

The keynote address on Thursday evening set the stage. Joanne Matthews from the University of Northern British Columbia examined three key political and economic forces confronting academic librarians: the inroads of academic capitalism, the growing demands of distance education, and the demographics of the profession.

On Friday morning, Joyce Thompson from Saint Mary's University led a plenary session prepared by Art Rhyno from the University of Windsor dealing with changes brought about by new technologies. Like the telephone a bundred years ago, the computer has revolutionized the ways in which librarians communicate and perform their duties. However, the pace at which technological change is taking place today would no doubt shock our counterparts at the end of the last century, and keeping up is probably the single most challenging aspect of the job for most of us.

Technological and organizational changes bave had a profound impact on librarians' responsibilities. At the second plenary session on Friday morning, Ken Field from Trent University and Elena Romaniuk from the University of Victoria addressed various issues related to workload, and reviewed workload expectations as described in collective agreements.

On Friday afternoon, law professor Anne Stalker from the University of Calgary focused on partnerships between academic librarians and faculty. All academic staff have a role to play in furthering both the teaching and researcb missions of the university, and a number of suggestions for encouraging increased collaboration were brought forward.

The Friday afternoon plenary presented by Doug Kariel and Christine Nelson from Athabasca University considered the question "Does Library Service Conflict with the University Business Model?" They presented the possibility of a positive view of the business model, as a strategic plan with clearly defined outcomes, and participants were invited to think about ways in which this model applied in individual library settings. In discussion which followed, however, it was clear that the profit-driven agendas of private interests are beginning to have an increasingly negative impact on many campuses.

Saturday morning's agenda included two sets of concurrent sessions. Norma Godivari from the University of Manitoba explored various aspects of job security. This issue bas a number of facets, including program redundancy, financial exigency, training and transfers. A review of provisions in collective agreements suggested that some provide reasonably good protection for members, but others are sadly lacking.

Leona Jacobs from the University of Lethbridge returned to the issue of faculty-librarian relations, focusing on faculty perceptions of librarians. Her review of the literature suggested that self-confidence as librarians is the most significant factor in achieving faculty respect. Rather than striving to compete with faculty or become more like them, librarians should make the most of their library skills to work with faculty in furthering the mission of the university.

Concurrent with the above were two sessions on leadership. The first, led by Liz Bishop from Ryerson, considered various organizational and managerial models in place at academic libraries. The follow-up discussion, led by Marilyn Rennick from tbe University of Ottawa, compared corporate/hierarchical organizational models and collegial participatory structures.

The conference concluded with an open forum led by CAUT staff member Bob Moore, where discussion centred on the impacts of library reorganization. ■

(Diane Peters is chair of CAUT's Librarians' Committee.)

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Too Much Scope Weakens Women in Science Book

Has Feminism Changed Science?

Londa Schiebinger, Cambridge: Harvard University Press, 1999; 252 pp; $27.95 US.

By MARILYN MACDONALD

IN this, her third book on women and science, Pennsylvania State University history of science Professor Londa Schiebinger has taken on an ambitious task, attempting to "evaluate current scholarship on gender and science in the United States, with occasional cross-cultural comparison."(p. 13)

Schiebinger joins a number of feminist scholars engaged in synthesizing the extensive literature on women and science. What distinguishes Schiebinger's work, for better and worse, is the scope of her approach, both in time and subject matter. Scanning more than 200 years of the development of modern science and feminism, Schiebinger draws on research and critiques from a number of disciplines.

She focuses her evaluation of feminism's impact on science on three sites — the advancement of women in science careers, the restructuring towards inclusivity of the cultures of science, and the overhaul of the directions and priorities of science research. (p 13) Having taken only 195 pages, and cited about 250 items from the feminist literature, Schiebinger's support for her answer is interesting, but somewbat general and superficial.

The short answer to the question, "has feminism changed science?" appears to be "yes." More women are pursuing careers in science now than in the late 1700s; fewer institutions of science are explicitly discriminatory, and environmental and health sciences have increasingly higher priorities in national and industrial agendas. However, the longer answer is more complex.

In the first section of the text, "Women in science," Schiebinger traces early efforts to demonstrate that women always have done science, that women and men have equal capabilities for doing science, and that the creation of barriers to women's participation in science was wrong for a variety of reasons. She then summarizes a number of approaches to the quantification of women's progress in science.

However, such indicators have proven to be of mixed value. For example, Schiebinger notes that in the 1980s and 1990s, such statistics were summarized in the metaphor of the science pipeline. Entered at birth, leaked out from for a number of reasons, and plugged by a solder of educational fixes, the pipeline failed to account for the continued disappearance from science of women and minorities.

Feminists may have gained access for some women to university and to scientific careers, and succeeded in making overt discrimination problematic. However, such successes can still be reversed by the more systemic forms of discrimination.

In the second section, "Gender in the cultures of science," Schiebinger establishes links between present-day science cultures and those of the formative period of Europe in the 1700s and 1800s. For example, the late 1700s concept of sex complementarity effectively barred women from science, througb a conceptualization of science as too physically and mentally demanding and competitive.

See WOMEN IN SCIENCE Page 12 ☞

Insightful Analysis Explodes the Education-Job Gap Myth

The Education-Jobs Gap: Underemployment or Economic Democracy

David W. Livingstone, Toronto: Garamond Press, 1999; 360 pp; paper $29.95 CA.

By TERRY WOTHERSPOON

THE relationship between formal education and work has been a subject of increasing public scrutiny throughout the twentieth century and one of the driving forces in recent demands for educational reforms. Individuals face increasing challenges to select from a diverse array of educational endeavours promoted under the guise of lifelong learning in order to keep pace with rapidly changing job markets, revolutionary developments in information technologies and new global linkages.

Just as learners are exhorted to pursue sufficient levels (and the right kinds) of education to meet labour force requirements, educators are expected to ensure their pedagogical offerings are tailored to produce the kinds of skills and workers that will enhance productivity and competitiveness in the new global economy.

School-work connections are most commonly understood, implicitly or explicitly, through variants of human capital theory. This approach, positing rational linkages between education and job choices, possesses an overwhelming allure because of its straightforward, common sense logic — more education in current or relevant forms means better jobs, innovative production and information systems, and therefore a greater return for both individuals and the economy as a whole.

Conversely, lack of education or inappropriate educational paths limit individual opportunities and undermine economic growth. Even the discomfort felt by many educators — particularly university teacbers in the social sciences and humanities, but those in other fields and levels as well — at recent directions their educational institutions have taken to restructure planning, job expectations and resource allocation, is tempered by awareness that critical changes are necessary if students are to be equipped for twenty-first century realities.

David Livingstone, in *The Education-Jobs Gap*, offers a powerful critique of the myth that we are engaged in the delivery and pursuit of the wrong kinds of education for the types of jobs demanded by the so-called knowledge economy. Given the tremendous range and depth of educational activities and credentials that pervade people's experiences in post-industrial societies, Livingstone argues we should be more concerned with the absence of meaningful employment than with educational deficiencies if we are to understand the mismatch between education and work.

Far from having too little education, people in Canada and other privileged nations have accumulated extensive educational qualifications and experiences, as revealed through both major empirical surveys and people's accounts of their own experiences. Growing involvement in the hierarchical "pyramid" of standardized formal learning endeavours is augmented by significant involvement among people from all social backgrounds in the less visible "iceberg" of more voluntary informal learning activities

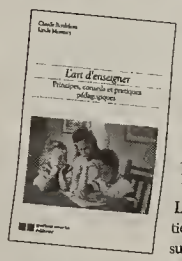
See JOB GAP MYTH Page 8 ☞

LIVRES EN BREF

Éducation et formation au Québec

Denis Turcotte, éditeur, avec la collaboration de Céline Marquis, Sainte-Foy, Québec dans le monde, 1999, 138 p., 39,95 $ CAN (broché)

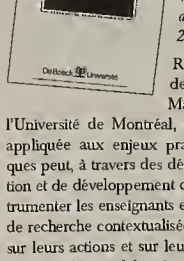
Ce répertoire, outil de consultation et de référence, recense tous les organismes importants touchant le vaste secteur de l'éducation et de la formation au Québec : associations et syndicats d'enseignants, d'étudiants, de cadres scolaires, de professionnels, commissions scolaires, centres spécialisés, établissements d'enseignement postsecondaire, fournisseurs, organismes publics, facultés d'éducation, formation professionnelle, groupes de recherche, éducation des adultes, périodiques, publications spécialisées, éditeurs de manuels scolaires, conseils, etc. Le livre présente un classement alphabétique de 1200 organismes et établissements avec leurs coordonnées postales et téléphoniques, des descripteurs et divers autres renseignements. Il comprend aussi un index par secteurs d'activités.



L'art d'enseigner : principes, conseils et pratiques pédagogiques

Claude Bordeleau, Linda Morency, Boucherville, Gaëtan Morin éditeur, 1999, 240 p., 34 $ CAN (broché)

Les auteurs se penchent sur le métier d'enseignant et s'interrogent sur son apprentissage ainsi que sur les moyens d'améliorer l'enseignement au primaire et au secondaire. Ce questionnement est la base angulaire de l'ouvrage. Certes, la formation universitaire aborde théories et pratiques pédagogiques, mais le métier prend tout son sens dans la relation quotidienne entre l'enseignant, ou le stagiaire, et les élèves. Il arrive que les intervenants, placés devant des situations problématiques, ressentent de l'étonnement, de la frustration, voire de l'impuissance. Basé sur l'analyse de plus de 340 entrevues avec des enseignants et de quelque 250 rapports de stage, *L'art d'enseigner* traduit ces réflexions et ces expériences en conseils et pratiques pédagogiques. Outil de synthèse, il comporte six chapitres qui abordent le but, les rôles et les principes liés à l'enseignement, les troubles de comportement, la planification, l'intervention, l'évaluation et quelques études de cas.



La recherche appliquée en pédagogie

Jean-Marie Van Der Maren, Bruxelles, De Boeck Université (commandes : Saint-Laurent, Éditions du renouveau pédagogique), 1999, 255 p., 51,95 $ CAN (broché)

Renonçant aux critères classiques de scientificité, cet ouvrage de Jean-Marie Van Der Maren, professeur à l'Université de Montréal, montre comment une recherche appliquée aux enjeux pragmatiques, politiques, ontogéniques peut, à travers des démarches d'évaluation, d'intervention et de développement ou de mise au point, aboutir à instrumenter les enseignants et les cadres dans une perspective de recherche contextualisée qui accroît leur propre contrôle sur leurs actions et sur leurs moyens d'action. Cet ouvrage propose des modèles de recherche appliquée. Il examine des modèles de recherche évaluative, de recherche de développement et de recherche-action. Dans sa partie plus technique, le livre montre comment analyser, pour s'en distancer, les discours qui portent sur l'enseignement. Il se termine par une discussion sur l'éthique de la recherche dans ses rapports à l'enseignement.

Renseignements fournis par les éditeurs pour les comptes rendus.

Insightful Analysis Explodes the Education Job Gap Myth

From PAGE 7

to an extent that we are just beginning to comprehend.

Induced by an absence of jobs, lack of opportunity to put their knowledge to work, and personal desires for self-improvement, individuals engage in ever-increasing learning processes only to encounter the likelihood that further obstacles will sidetrack their quest for meaningful employment.

The gap between education and jobs is not a singular phenomenon but, rather, manifests itself in at least six different forms. Most of these (the talent use gap, structural unemployment, involuntary reduced employment and subjective underemployment) are a consequence of people's inability to find work, to gain recognition for the credentials and capacities they possess, or to use their skills in the jobs they do have.

Two dimensions of education-work discrepancies – the performance gap and the credential gap – can be a consequence of under-education, when people do not have the knowledge or skills their jobs require, but these phenomena, too, are more likely to occur when people are not given the opportunity to engage fully their capabilities within employment settings.

Livingstone argues that analysis of contradictory dynamics that pervade education-work relationships is necessary for an understanding of how knowledge comes to be wasted on such a large scale in advanced capitalist economies. Social contestation over the production, valuation and control of knowledge has accompanied an explosion in the amounts and types of information to which people have access.

In an economic context dependent upon private appropriation of knowledge and material commodities, global competition and the continuous drive for enhanced productivity require innovative, flexible workers and workplace practices. Consequently, profitable investment and production are associated with the ongoing upgrading of workers' general educational levels at the same time that entrepreneurs or employers seek to control or market actual working knowledge.

These tensions take the form of struggles over training, credentials, access to information and appropriation of knowledge for specific purposes. However, the same pressures lead to continual restructuring of jobs and workplace practices, making many forms of knowledge and skills redundant or beyond the scope of what is performed within specific jobs.

The insights developed throughout *The Education-Jobs Gap* carry mixed messages for educators. Formal education will remain vital as long as employers and learners value educational credentials and experiences as essential steps on the road to social and economic success.

However, both market and popular forces carry with them considerable potential to alter educational practices and relationships in ways that may be unsettling for educators and the students with whom they work. The promotion by private interests of initiatives to commodify, rationalize and control knowledge-related practices is likely to produce a plethora of alternative educational options along with further reorientation and streamlining of existing institutional programs.

As education is restructured, public demands for "useful" types of knowledge related to job prospects coexist with fiscal or programmatic barriers that may limit access to educational services, affecting most seriously persons from the least privileged social groups. The impact of the education-jobs gap on diverse groups, notably based on gender, race, and regional factors, warrants considerably greater investigation than is possible in a book of this nature.

At the same time, individuals across social groups are equipping themselves through informal learning situations with life skills, technical knowledge and other competencies that formal educational institutions have been reluctant to embrace or recognize. The explosion of educational directions and possibilities challenges educators to incorporate into their activities meaningful and equitable ways in which to acknowledge the varied forms of educational interests and experiences that people have.

In this regard, educators must remain vigilant to educational practices that promote control of knowledge and learning processes by a few and to promote the kinds of educational relationships that promote growth, empowerment and secure futures among all social participants.

For its clearly presented analysis of the nature and place of education in democratic societies, the book warrants close examination by all educators. Recently awarded the John Porter Award for its outstanding contributions to Canadian sociology, the book also deserves much wider readership than its academic format will likely reach. Because the analysis extends beyond critique and empirical research findings to a discussion of alternative economic scenarios, it provides a useful stimulus to generate debate over the kinds of educational and employment futures we choose to work towards. ■

(Terry Wotherspoon is a professor of sociology at the University of Saskatchewan, and author of The Sociology of Education in Canada: Critical Perspectives, Oxford.)

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La lauréate de la bourse J.H. Stewart Reid

Le comité de sélection de la bourse commémorative J. H. Stewart Reid a le plaisir d'annoncer que Colleen Anne Dell est la lauréate de l'année 1999-2000.

M^me^ Dell a obtenu une maîtrise de l'Université du Manitoba et est présentement inscrite au doctorat à l'Université Carleton. Son domaine d'étude porte sur les femmes et le système de justice pénale canadien. Elle vise à concentrer ses recherches doctorales sur la rédaction de directives progressives pour les détenues. M^me^ Dell espère faire carrière dans le système de justice pénale en tant que conseillère principale en politiques. Elle a publié de nombreux articles et des communications. Elle s'est également méritée un certain nombre de bourses d'études et une bourse de recherche du CRSH.

L'ACPPU a créé la bourse commémorative J. H. Stewart Reid grâce à des contributions volontaires des associations et des syndicats de professeurs ainsi que de professeurs de partout au Canada dans le but de commémorer le premier secrétaire général de l'Association. La bourse de 5 000 $ est offerte aux citoyens canadiens ou résidents permanents du Canada inscrits à un programme de doctorat dans une université canadienne. ■

Traduit de l'article «J.H. Stewart Reid Memorial Fellowship Awarded for 1999-2000».

Trade Talks — Risk to Education

The World Trade Organization's third Ministerial Conference will be held Nov. 30 to Dec. 3, 1999, in Seattle, Washington. It will launch the next major world trade negotiations due to start early in 2000. Ministers and other senior officials from more than 150 governments are expected to attend. A major priority will be planning for the renegotiation of the General Agreement on Trade in Services (GATS).

Representatives of nongovernmental organizations from around the world will also be in attendance, including CAUT president Bill Graham and executive director Jim Turk.

"We are concerned Canada will include education in the renegotiation of the GATS," said Graham. "The gathering will give us a chance to talk with education and social sector representatives from many countries and plan how to protect public education."

Turk explained that if Canada were to commit fully to bringing educational services under existing GATS rules, it would mean that:

- foreign educational service providers would be guaranteed access to the "Canadian educational market" including the rights to invest within Canada (commercial presence), to provide services to Canadians from abroad (cross-border supply), to provide services to Canadians travelling abroad (consumption abroad), and to send educators/salespersons into Canada on a temporary basis (presence of natural persons). The foreign service provider could choose the "mode of supply," or combination thereof, that best suits its interests;
- governments would have to give foreign educational service providers the same grants, financial assistance and other advantages that they provide to like Canadian educational service providers. Unlike NAFTA and the MAI, the GATS covers "subsidies";
- governments would have to give degree-granting authority to foreign educational service providers and to ensure that non governmental bodies exercising delegated governmental authority (such as teachers colleges or professional associations) recognize degrees and diplomas granted by foreign educational service providers, including for-profit foreign providers;
- residency requirements, for example that a majority of members of university board of governors are Canadian residents or that first préference for teaching positions be given to qualified Canadians, would have to be eliminated;
- governments would have to provide student loans, bursaries and other financial aid to students attending foreign educational institutions or taking from such institutions on the same basis as students attending Canadian institutions;
- preferential tax treatment for Canadian schools, universities, colleges and other educational institutions vis-à-vis foreign educational service providers would be eliminated. Unlike NAFTA and the MAI, the GATS covers taxation measures.
- public grants or tax incentives for research and development by Canadians at Canadian educational institutions would be problematic as would any requirement that Canadians be given preferential access to the benefits of that publicly supported research and development. (Again the impact of GATS covering "subsidies.") ■

The latest information on the WTO conference is available at www.wto.org.

Committee of Inquiry Appointed in Olivieri Case

LAST month CAUT announced the appointment of an independent committee of inquiry to investigate events at the Hospital for Sick Children and the University of Toronto involving Dr. Nancy Olivieri and Apotex Inc.

The case of University of Toronto clinician Dr. Nancy Olivieri gained attention last year when her research at the Hospital for Sick Children led her to believe that a new drug treatment posed dangers to some patients. It is alleged that the hospital and the university failed to come to her defence when Apotex, co-sponsor of the research, objected to her publishing her findings. It is further alleged that hospital and university officials and representatives of Apotex variously subjected her to workplace and other harassment.

The case was reviewed by CAUT's Academic Freedom and Tenure Committee which concluded that the issues raised are serious and that many questions remain unanswered by reviews conducted by other bodies. In addition to matters affecting Dr. Olivieri, broad institutional policy issues exist. Accordingly, the AF&T committee has appointed an independent committee of inquiry.

The members of the committee of inquiry are: Patricia Baird, University Distinguished Professor, Department of Medical Genetics, University of British Columbia; Jocelyn Downie, Director of the Health Law Institute, Dalhousie University; and Jon Thompson, Chair of the Department of Mathematics and Statistics, University of New Brunswick, who is chairing this committee.

Committees of inquiry are appointed to conduct objective investigations in cases where there are serious allegations involving violations of academic freedom or other professional rights, or involving discrimination. Such committees are composed of respected members of the academic community who have relevant experience and who serve on a volunteer basis. They are appointed by the Academic Freedom and Tenure Committee and are provided with terms of reference and a budget. They then develop their own procedures, investigate the facts, draw conclusions and make a report. The report is submitted to the AF&T Committee, which ensures that the parties to the dispute have access to the report and an opportunity to comment on it prior to publication. The comments of the parties involved are published with the report.

Under its terms of reference, the committee of inquiry will investigate whether there were breaches of academic freedom, or research or clinical ethics, and whether changes in Dr. Olivieri's working conditions during the controversy impaired her and her colleagues' ability to conduct their scientific research and treat their patients. The committee also has been asked to consider making general policy recommendations on university/industry research.

The committee has been provided with its own office and support staff in Toronto and with extensive documentation. It will make its initial site visit to hear witnesses and receive more documents in early November. The AF&T Committee has undertaken to arrange for publication of the report of the committee of inquiry. ■

UCCB President Drops Disputed Hiring Policy

FACULTY at the University College of Cape Breton were delighted to learn last month of college president Dr. Jacquelyn Scott's decision to retire a policy requiring the school's academic deans to sign undated letters of resignation. The policy had been strongly criticized by the Faculty Association of University Teachers at UCCB.

"The association is gratified that Dr. Scott has changed her mind about the policy and now sees how very important academic freedom is for all members of the University College community," said association president Michael Manson.

Manson said the association had been publicly critical of Scott's policy fearing it compromised the quality of education at UCCB and made it difficult to attract the best people to fill dean vacancies. "As far as we were able to determine, no other university in the country had such a policy." The controversial policy had been in effect for the past six years.

Manson says the association is hopeful that Scott's decision to drop the resignation letter policy signals a new desire by senior administration to work cooperatively with the association. ■

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J.H. Stewart Reid Memorial Fellowship Awarded for 1999–2000

THE selection committee for the J.H. Stewart Reid Memorial Fellowship is pleased to announce that Colleen Anne Dell has been awarded the Fellowship for 1999–00. Ms. Dell obtained her MA degree at the University of Manitoba and is currently enrolled in the PhD program at Carleton University. Her area of study is on women and the Canadian criminal justice system. An aim of her PhD research is to produce progressive policy direction regarding female offenders.

Ms. Dell hopes to gain a career as a senior policy advisor within the criminal justice system.

Carleton University PhD candidate Colleen Anne Dell

She has published numerous articles and conference papers. Ms. Dell has also been distinguished by a number of scholarly awards and a SSHRC fellowship.

The J.H. Stewart Reid Memorial fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association. The $5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university. ■

Working to End Hostility & Violence Against Women

By JOYCE GREEN

ANNUALLY, on or near December 6, people come together in communities and on campuses across Canada to commemorate the Montreal Massacre. We name the victims, light candles, sing and pray and listen to speakers. Then, we go our separate ways, isolated in a social and academic context that is characterised at least as much by hostility to women as by their inclusion. What is the significance of this event for us now?

Ten years ago at École Polytechnique in Montreal, 14 women lost their lives at the hands of a murderous misogynist, a man who hated women. This is not some radical feminist interpretation. Marc Lepine hated women being in the engineering faculty of a university. He said so. He identified these women as feminist, separated the men from the women and then shot the women. Misogyny doesn't get much clearer than that.

The Montreal massacre was shocking for two reasons: the number of women slain, and because it took place in a university, what we generally think of as a public and safe place. But apart from the numbers and the venue, the murder of women is a common occurrence in our society. In Canada, about 150 women are murdered each year, approximately two-thirds killed by intimate male partners. Many more of us are raped, assaulted, or live in chronic fear of being subjected to violence in our homes by those who love us, or randomly, in public places. We curtail our autonomy because of this fear. We self-censor: what we wear, where we go, what we say. It doesn't matter: good, careful, compliant women also are killed. If it can happen to hardworking engineering students in their classes, it can happen to any woman. These women did not have to be feminist to be victims. They did not have to be whores, or old, or poor, uppity or ugly. They had only to be seen by one extreme misogynist to be transgressing in a place reserved for male power.

Misogyny has many forms. It exists in the violence of our systemic exclusion from public life; in the denial of the value of our unpaid domestic and paid labour; in the cultural representations of women as objects for male delectation or derision. Always, there is the potential for explicit physical violence which constrains our freedom.

There is no safe place in our society for women and children. We are statistically most likely to be beaten or killed in our homes. We are subject to harassment on the streets and at work, and to assault if we do something as defiantly as going for a run in a park. It is as though we were being punished for being women; it is as though fear were an instrument being used to control us. Not all women need share these particular experiences or this analysis in order for the fear of these experiences to effectively constrain most women.

The significance of the December 6 commemoration lies in its testimony to what too many of us know: misogyny pervades even society's most elite and inclusive institutions, and misogyny kills. While we remember these particular murders, let's keep the context centred. The consequences of Lepine's actions reverberate in academia now. Many women faculty members and students carry a heightened awareness of vulnerability to misogyny. Who among those of us who employ a feminist (or other critical) pedagogy and analysis have not been recipients of hostility from students and colleagues who are ideologically opposed to our existence in the academy as meritorious intellectuals? It goes with the territory, a territory staked out by and for an intellectual and canonical elite characterised by sex, race, and class privilege. Sometimes those of us who are marked as transgressors feel we are on enemy territory, and all the institutional anti-harassment committees combined are ineffective in preserving some safe intellectual and physical space for us. The Montreal massacre *stands for the proposition* that we are all vulnerable to misogynist terrorism.

Changing the context that made the Montreal massacre possible means changing the societal context of women in Canada. It means transforming a cultural ethos of devaluing women relative to the male norm. It means pursuing, as an equality objective for women, the full measure of adult autonomy that men unreflectively enjoy as a matter of course. It means normalising women's participation in all of the power structures that society values, and valuing the domestic, reproductive and caregiving work that women also do. It means contesting misogynist canonical materials by the inclusion of those who have been systematically excluded. It means teaching about power relations and privilege in relation to The Canon. It means freedom from fear and oppression, and freedom to participate fully and authentically.

Speaking of freedom, the poet Judy Chicago wrote: "And then all that has divided us will merge / And then compassion will be wedded to power / And then softness will come to a world that is harsh and unkind / And then both men and women will be gentle / And then both women and men will be strong / And then no person will be subject to another's will." Blessed be. ■

(Dr. Joyce Green is an associate professor in the department of political science at the University of Regina.)

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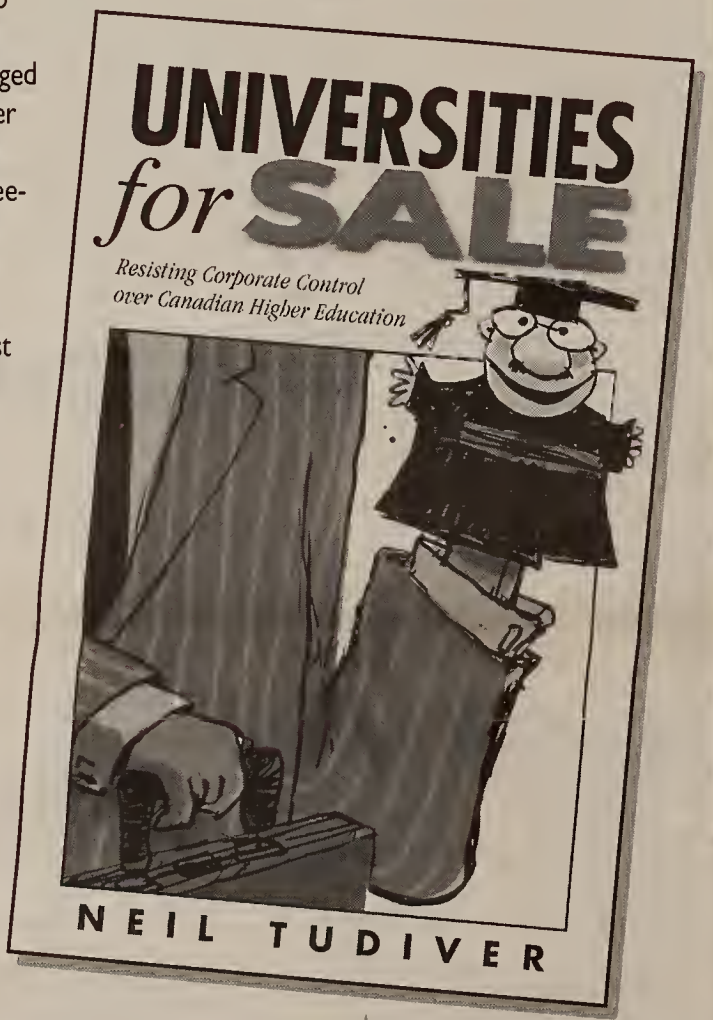

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Neil Tudiver is a professor of social work at the University of Manitoba and former president and chief negotiator for the University of Manitoba Faculty Association.

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Un discours du Trône qui manque de vision

L'ACPPU a constaté avec déception que le discours du Trône, livré le mois dernier, prévoyait si peu pour l'enseignement postsecondaire. «Il a plutôt montré une vision étonnamment modeste pour le prochain siècle, une vision qui ne semble pas vouloir réparer les torts causés au système d'enseignement postsecondaire mal en point du Canada», a déclaré le président de l'ACPPU, Bill Graham.

L'annonce d'une augmentation du financement des conseils subventionnaires, d'un montant non précisé, a particulièrement intéressé les universités. Le lendemain, le gouvernement a fait savoir qu'il créerait 1200 Chaires d'excellence en recherche dans les universités canadiennes. L'ACPPU a accueilli avec satisfaction la création de nouveaux postes qui soulève toutefois plusieurs questions.

Selon Bill Graham, les crédits promis pour les chaires de recherche n'arrivent même pas à compenser les coupes sombres effectuées au cours des dernières années et ne règlent pas non plus les problèmes découlant de l'insuffisance du financement de base.

Les titulaires des nouvelles chaires seront uniquement des chercheurs sans tâche d'enseignement. «Il semble que les étudiants ne pourront profiter en classe de l'expertise de ces personnes, ce qui est inquiétant car la véritable force de nos universités repose sur le lien entre la recherche et l'enseignement», a soutenu Bill Graham.

Il a ajouté que les nouveaux crédits ne répareront pas l'état lamentable des installations, de l'équipement et d'autres infrastructures des universités. «Qu'est-ce que cela vaut d'embaucher des chercheurs si l'équipement est désuet ou si la bibliothèque est inadéquate? Voilà les véritables problèmes auxquels sont présentement confrontés les chercheurs universitaires, attribuables aux compressions gouvernementales.»

Ottawa a annoncé que la majeure partie de ces nouveaux crédits serait affectée à la recherche médicale et scientifique appliquée. Cette décision s'inscrit dans la foulée des initiatives stratégiques récentes incitant de plus en plus les chercheurs à mener des travaux dont les avantages commerciaux sont, paraît-il, plus immédiats. «Qu'adviendra-t-il, dans ce cas, de la recherche qui est importante même si son attrait commercial n'est pas immédiat?», s'est demandé M. Graham. ■

Traduit de l'article «Throne Speech Lacks Vision».

New Settlement for Faculty at York University

FACULTY at York University ratified a new collective agreement on October 14, 1999, with 71.8 per cent voting in favour of the settlement. The two-year settlement is retroactive to May 1, 1999.

In the first year of the agreement, the salary portion includes a progress through the ranks increment of $1,980. Salary increases are distributed in four ways: 0.5 per cent distributed across the board; 2.0 per cent distributed according to a Salary Adjustment Method – a larger portion to address anomalies and a smaller portion to address Social Contract salary compression; 0.3 per cent in new funds for retiree benefits; and 0.2 per cent for raising salary floors by 7 per cent, setting an additional floor for Distinguished Research/University Professors, and providing a progress through the ranks increment upon promotion.

In the second year, progress through the ranks increments will continue at $1,980. There will be a 1.5 per cent across the board increase. A fund of $450,000 will be distributed to address pay equity issues. A new marketability fund of $210,000 will be distributed at the employer's discretion. A fund of $450,000 will be distributed to 180 members as cash merit bonuses.

The new agreement addresses issues of workload. Aside from retaining protection against increases in class size, the agreement provides additional teaching assistance for courses with more than 50 students, and guarantees that the slightly expanded librarian complement will be maintained.

The York settlement extends protection against contracting out of Internet credit courses, and improves training and resources for Internet courses. The determination of teaching loads in general now includes advising, graduate supervision and extraordinary course preparation.

It has been recommended to extend survivor pension benefits to same-sex partners. In addition, same-sex partners are now included in the definition of spouse.

Among other changes, the agreement guarantees better accommodation for persons with disabilities, and explicitly extends nondiscrimination provisions to harassment. ■

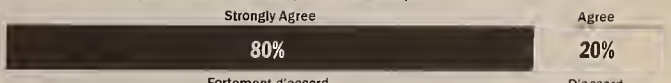
Education in Trouble! L'éducation en difficulté

A CAUT survey of local associations conducted earlier this year reveals strong concerns about the impact of public funding cuts since 1993. Seventy-nine per cent of those associations responding said that post-secondary education was less accessible today than it was six years ago. As well, 67 per cent felt that the quality of education students receive has worsened as a result of government funding cuts. Ninety-seven per cent also reported an increase in workload because of larger classes, fewer faculty, and less teaching support. CAUT's survey of local associations was released at the launch of its public awareness campaign in September.

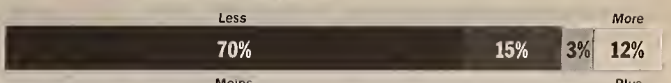
L'ACPPU a mené un sondage auprès des associations locales il y a quelques mois qui révèle une grande préoccupation face aux effets des compressions gouvernementales depuis 1993. Des associations qui ont répondu, 79 p. 100 estiment que l'enseignement postsecondaire est moins accessible maintenant qu'il y a six ans. De même, 67 p. 100 croient que la qualité de l'enseignement fourni aux étudiants a diminué en raison des compressions gouvernementales. Par ailleurs, 97 p. 100 ont indiqué que l'augmentation de la tâche d'enseignement était attribuable au nombre plus élevé d'étudiants par classe, à la réduction du corps professoral et du soutien à l'enseignement.

Have support services improved or declined?
Est-ce que les services de soutien à l'enseignement ont diminué ou se sont améliorés?

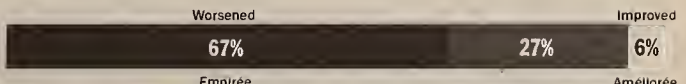
Have libraries been negatively affected?
Est-ce que les conséquences ont été néfastes pour les bibliothèques?



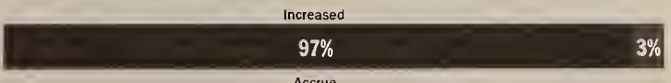
Is there more or less support for research?
Est-ce qu'il y a plus ou moins de soutien pour la recherche?



Quality of education.
Qualité de l'enseignement.



Change in the academic workload.
Changement dans la tâche des universitaires.



Infrastructure improved or deteriorated?
Les infrastructures se sont-elles améliorées ou détériorées?

Post-secondary education more or less accessible for students?
L'enseignement postsecondaire est-il plus ou moins accessible pour les étudiants?

Listed above are selected responses. The complete survey is available from CAUT.

Le sondage de l'ACPPU a été rendu public en septembre à l'occasion du lancement de la campagne de sensibilisation du public. Un choix de réponses est reproduit ci-dessus. Les résultats du sondage intégral sont disponibles auprés de l'ACPPU.

LEGEND/LÉGENDE

- Aucun changement/Presque la même chose
  No change/About the same
- Ne sait pas/Pas d'opinion
  Don't know/No opinion

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP LIST OF CENSURED ADMINISTRATIONS

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(1S-24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 197S(30-38)	197S
CONCORDIA SEMINARY *MISSOURI*	April 197S(49-S9)	197S
HOUSTON BAPTIST UNIVERSITY	April 197S(60-64)	197S
MURRAY STATE UNIVERSITY *KENTUCKY*	Oecember 197S(322-28)	1976
BLINN COLLEGE *TEXAS*	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEOICINE ANO HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-SO)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-9S)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-Oecember 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-Oecember 1984(1a-10a)	198S
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 198S(1a-9a)	198S
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-Oecember 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSOALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
MARYLANO INSTITUTE COLLEGE OF ART	May-June 1988(49-S4)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(3S-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-S6)	1990
OEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(S4-64)	1993
SAVANNAH COLLEGE OF ART ANO OESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIOGEPORT	November-Oecember 1993(37-4S)	1994
BENEOICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	199S
BENNINGTON COLLEGE	March-April 199S(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 199S(32-39)	199S
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 199S(40-SO)	199S
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 199S(6S-73)	1996
GARLANO COUNTY COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996
SAINT MEINRAO SCHOOL OF THEOLOGY *INDIANA*	July-August 1996 (S1-60)	1997
MINNEAPOLIS COLLEGE OF ART ANO OESIGN	May-June 1997 (S3-S8)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997 (S2-71)	1998
UNIVERSITY OF THE OISTRICT OF COLUMBIA	May-June 1998 (46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998 (56-62)	1998
JOHNSON ANO WALES UNIVERSITY *RHODE ISLAND*	May-June 1999 (46-SO)	1999
MOUNT MARTY COLLEGE *SOUTH DAKOTA*	May-June 1999 (S1-59)	1999

Too Much Scope Weakens Women in Science Book

From PAGE 7

Both barrier and conceptualization have persisted, although evolved for the 1990s into the "teamspeak" of military and sports metaphors. Feminist efforts to change the cultures of science have met with mixed success, at least in part because the tautology of competitive meritocracy is so impermeable to evidence of its failures.

Finally, in the third section, "Gender in the substance of science," Schiebinger looks at particular disciplines (e.g. medicine, primatology, archaeology, biology, physics and mathematics). She discusses examples of bad science, flawed because of gender and race biases. From omission of women in clinical trials of new drugs, through failure to notice female primate behaviour, to desire to 'father the unthinkably' big science project, she argues that such biases affect which research questions are asked, what is considered as acceptable proof, and how long the self-corrective process of science takes to swing into action. The tools for gender analysis suggested by Schiebinger in her conclusion – paying attention to priorities and outcomes, subjects chosen for study, institutional arrangements, cultures of science and domesticity, cultural rhetoric and theoretical frameworks – have been proposed before to avoid some of these pitfalls. However, the incorporation of these tools into the normal practice of science have met with limited success (perhaps a topic worthy of further research).

In general, I am glad that Schiebinger has taken on this task. However, I think the most interesting questions raised by this text get lost in the shuffle. This happens for a number of reasons. First, the scope of the work is simply too large, in time period and in subject matter, for the size of the book. So, for example, important concepts such as "care-based knowing," "critical mass" of minorities, children's "scientist image," and sex-based "brain difference" are mentioned almost in passing (and not necessarily with the most current literature), leaving out substantive critiques from management theory, education, philosophy and psychology.

Second, there is a lack of clarity in the definitions of both feminism and science. Thus, feminism is defined (pp 3-5) as either liberal (i.e. levelling the scientific playing field) or cultural (i.e. valuing feminine attributes and incorporating them into science). These two definitions fail to do justice to the breadth of feminist critiques of science, and may well obscure the identification of ways in which feminism could change science.

Moreover, it is difficult to determine who falls within the category of "feminist" in the many examples given in the text. For example, I'm fairly sure that Mary Wollstonecraft would have been one, but "feminism" took on its sense of advocacy for women's rights about 100 years too late. I'm fairly sure Doreen Kimura is not, and simply passing on uncritiqued her theories about sex and science leaves open possibly erroneous attributions to feminism.

Science, undefined in the text, appears to wobble amongst three levels of meaning – first, the process of producing bodies of knowledge through the use of scientific methods; second, the careers which result from doing that; and third, the economic and political institutions which have developed from early to modern and/or big science. It is often difficult to determine which aspect of science is being proposed as a target for feminist action.

Finally, the interesting questions get lost because the issue of causality is more often assumed than demonstrated. By the late 1800s, as "feminism" became associated with women's rights, scientists already had altered our understanding of the world in profound ways – concepts of the very large (astronomy), the very small (chemistry), the very old (geology), the very diverse and inconstant (biology), and the very chancey (statistics) challenged the order of things. Scientists were making arguments about the inability of women and minorities to do science, but also about their abilities to do so.

Was that the result of feminism, or did both feminism and science change because of other factors? Have scientific explanations based on assumptions about gender changed because of feminism, or have feminists made progress as those descriptions have been proven through science?

In conclusion, Schiebinger has brought together a number of strands in feminist critiques of science, and has identified (but not necessarily proven) possible causal relationships between feminism, change and science in a number of disciplines. I think the chief value of Schiebinger's book is not that she has answered the question which she set, but that she has assembled an argument which in turn raises more questions, around which more extensive surveys of the literature, and more testable approaches might reasonably be expected to follow. ■

(Dr. Marilyn MacDonald is a professor in the department of women's studies at Simon Fraser University, where she teaches and carries out research on women and science. Her background is in plant science, and science education.)

CAREERS CARRIÈRES

ACCOUNTANCY

CONCORDIA UNIVERSITY — Department of Accountancy invites applications for tenure-track positions at the rank of Assistant or Associate Professor with teaching and research interests in the areas of financial accounting, information systems, auditing and taxation. The positions are effective June 1, 2000. A doctoral degree (completed or near completion) with concentration in accounting is required. A professional accounting designation is desirable. The Department of Accountancy is one of five departments of the Faculty of Commerce and Administration which has recently been accredited by the AACSB. The department has 23 full-time faculty members and offers courses at the Undergraduate, Diploma, MBA and PhD levels. Graduates of the Diploma in Accountancy program have achieved one of the highest pass rates on the CA Uniform Final Examination in each of the past seven years. Please send a letter of interest and a curriculum vitae to: Dr. George Kanaan, Chair, Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Applications will be accepted until the positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ACCOUNTING

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Faculty of Business Administration. Accounting (Competition Number FBA-06-99) Tenure-Track Position. Applications are invited for a tenure-track faculty position at the rank of assistant professor in the accounting area commencing 1 August 2000. The successful applicant is expected to teach undergraduate and graduate courses, conduct accounting related research and have a demonstrated commitment to teaching and research in a university environment. In addition to a professional designation in accounting, applicants should have a Ph.D. in accounting or be ABD. Approximately 200 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 200 students, mostly Part-time. (For more information, visit our web site at www.mun.ca.) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and the names of three referees to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5 Canada. Applications will be considered commencing as they are received. For further information telephone (709) 737-8851 or fax (709) 737-2467. Memorial University of Newfoundland is Committed to Employment Equity.

ADMINISTRATION

UNIVERSITY OF REGINA — The Faculty of Administration invites applications for several positions. Ph.D. or D.B.A. completed or near completion is required. Candidates should have a research program in place and demonstrate a potential for excellence in scholarly research and teaching. Teaching responsibilities will include both undergraduate and graduate courses. The Faculty offers the Master of Business Administration, Master of Public Administration, and Master of Human Resource Management, in addition to a four year Bachelor of Administration. For details on the institution, please see the website (www.uregina.ca). Assistant Professor or Associate Professor, (one tenure track position and one term position — one to three year duration) in Finance. Interested candidates are asked to submit their curriculum vitae to the attention of Professor Neil Longley. Assistant Professor (tenure track) in Human Resources Management, with secondary emphasis in either industrial relations or organizational behavior. Interested candidates are asked to submit their curriculum vitae to the attention of Professor Jack Ito. Assistant Professor (tenure track) in Marketing. Interested candidates are asked to submit their curriculum vitae to the attention of Professor James Agarwal. The University of Regina encourages applications from qualified women and men, aboriginal peoples, members of visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All appointments are subject to budgetary approval. Faculty of Administration, University of Regina, 3737 Wascana Parkway, Regina, Sk. Canada S4S 0A2.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH — The Department of Animal and Poultry Science, University of Guelph is seeking applicants for a three year Assistant Professor position in quantitative aspects of swine genetic improvement. Responsibilities will include conducting the quantitative aspects of an existing research program in QTL for swine, maintaining contact with industrial partners in research and development, developing new research initiatives in swine genetic improvement, advising graduate students, and teaching an undergraduate course in quantitative genetics and a graduate course in livestock genetic improvement. Applicants should have proven teaching abilities and expertise in quantitative genetics and quantitative genetic applications in livestock improvement. Experience in the detection and utilization of QTL and in swine genetic improvement would be advantageous. This is a challenging position that provides an excellent opportunity to someone wishing to prove their potential in an academic environment or as a research leader. Candidates must have a Ph.D. or equivalent degree. The Department of Animal and Poultry Science houses the Centre for Genetic Improvement of Livestock (CGIL) and has excellent computer and laboratory facilities, access to extensive animal holding facilities, and close ties with industry. The position will be available January 1, 2000. The application, with a statement of interest in the position, a full resume and the names of three persons who may be contacted for references, should be submitted by November 15, 1999 to Dr. Ann M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; e-mail: aqibbins@aps.uoguelph.ca; web site: http://www.aps.uoguelph.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

ANTHROPOLOGY

YORK UNIVERSITY — Faculty of Arts, announces a position in Latin American and Caribbean Studies, Department open with a preference for Anthropology, Sociology, or social sciences. Applications are invited from both junior and mid-level scholars with an appointment to be made at either the Assistant Professor level (tenure-stream) or the Associate Professor level (tenured). Appointment to commence July 1, 2000. York University is beginning a multi-year initiative to appoint tenure-stream members at entry-level and mid-career who will be of the highest caliber and who will enhance our international academic and research programs and further the University's commitment to excellence through diversity. We are seeking a scholar in Sociocultural Anthropology, Sociology, or social sciences able to teach both graduate and undergraduate courses. Mid-career applicants are expected to have an international reputation in their area(s) of expertise. Junior applicants must demonstrate the promise of scholarly excellence. The successful candidate will be expected to contribute to the strengths of the University in Latin American and Caribbean studies and to participate in York's Centre for Research on Latin America and the Caribbean (CERLAC), one of Canada's leading research institutions. Fluency in Spanish is required and knowledge of any other regional language is an asset. We are strongly interested in scholars whose work focuses on one or more of the following areas: globalization, public culture, social justice, civil society, social movements and social development. Salary: Commensurate with qualifications. Applicants should submit a curriculum vitae, appropriate examples of their scholarship and teaching evaluations, if available, and arrange to have three letters of reference sent to Professor Kenneth Little, Chair, Latin American and Caribbean Search Committee, C/O Office of the Dean, Faculty of Arts, 5928 Ross, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is November 26, 1999. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has two tenure-track positions available — one in the area of Human Systems Development and theother in the field of Program Planning, Development and Evaluation. Please see our full-page display ad in this issue.

ARCHAEOLOGY

SIMON FRASER UNIVERSITY — Archaeology/Physical Anthropologist. The Department of Archaeology at Simon Fraser University has approval to advertise for a tenure track faculty appointment in archaeology and/or physical anthropology at the rank of Assistant Professor beginning September 1, 2000. Applicants must hold a PhD and have a regional specialization within the Pacific Rim. Archaeological applicants should have a theoretical/topical interest in complex societies and an active record of field research. Specialization within the field of physical anthropology is open. As part of the application, individuals must include a full curriculum vitae, a summary statement of qualifications and research interests as related to the appointment, and the names and addresses of three referees. The position is subject to final budgetary approval. Written inquiries or applications may be made to the Appointments Committee Chair, Department of Archaeology, Simon Fraser University, Burnaby, B.C. V5A 1S6. The deadline for receipt of applications is December 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

ARCHITECTURE

THE UNIVERSITY OF TORONTO is conducting an international search for a qualified applicant for a tenure track design and computer applications position in Architecture, at the assistant or associate professor level. Salary will be commensurate with qualifications and experience. Candidates should possess an advanced degree in the discipline (preferably a Ph.D.) and significant academic or practice experience in computer applications; professional registration is desirable. Appointment criteria will include previous teaching experience, quality of design work, evidence of commitment to the advancement of the discipline through computer applications, and readiness to work in a collaborative framework. The appointee will be expected to coordinate a graduate (masters) design studio, offer computing-related courses, and conduct research and creative work. Required Submissions: Send a full curriculum vitae, a statement of educational and research objectives, and a list of three references with phone/fax numbers and mailing and email addresses. Short listed candidates will be asked to submit a portfolio of design work. Consideration will begin in November 1999 and continue until the position is filled. Submissions and inquiries should be directed to Dean Larry Wayne Richards, Faculty of Architecture, Landscape, and Design, University of Toronto, 230 College Street, Toronto, Ontario, Canada, M5T 1R2, Tel: (416) 978-3089, Fax: (416) 971-2094, E-mail: dean@utoronto.ca. This announcement is available on the internet at: www.aldutoronto.ca. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

ART HISTORY

AUGUSTANA UNIVERSITY COLLEGE invites applications for a tenure-track appointment in Art beginning 1 August 2000, subject to budgetary approval. A Ph.D. degree in Art History is the preferred academic qualification, but candidates in the final stages of their doctoral work will also be considered. Responsibilities include undergraduate instruction in a variety of Art History courses including: Introduction to the History of Art; Nineteenth-Century Art History and Criticism; Twentieth-Century Art History & Criticism. Instruction in Studio Foundation courses could be a possibility for candidates with experience in studio disciplines. Candidates will be evaluated in terms of their potential contribution to the achievement of Augustana's mission, goals, and objectives as a church-related liberal arts and sciences university that emphasizes excellence in undergraduate teaching. Initial rank and salary will be set according to the qualifications and experience of the successful candidate. The university provides a smoke-free work environment and is willing to help the spouse of a new faculty member seek suitable employment. Augustana encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications (including Curriculum Vitae and three letters of reference) will be accepted until 15 December 1999 but should be submitted as soon as possible to: Dr. David W. Dahle, Academic Dean, Augustana University College, 4901 - 46 Avenue, Camrose, Alberta T4V 2R3; Phone: (780) 679-1502; FAX: (780) 679-1129. Augustana is a liberal arts and sciences university of the Evangelical Lutheran Church in Canada and a member of the Association of Universities and Colleges of Canada (AUCC).

BIOLOGICAL SCIENCES

BROCK UNIVERSITY — The Department of Biological Sciences is seeking applications for a tenure track position in Biochemistry at the rank of Assistant Professor, effective July 1, 2000, subject to final budgetary approval. A Ph.D. degree and postdoctoral experience are required. Re-

Université d'Ottawa

PROFESSEUR(E) ADJOINT(E) SCIENCE POLITIQUE INTERNATIONALE

Le Département de science politique de l'Université d'Ottawa sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e) dans le domaine de la science politique internationale et comparée, à partir du 1er juillet 2000. Ce poste est conditionné à l'approbation budgétaire finale.

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Douglas Maggaeh, Directeur
Département de science politique
Université d'Ottawa
C. P. 450, Succ. A
Ottawa ON K1N 6N5

Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi.

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The Faculty of Fine Arts offers programmes of study for undergraduate and graduate degrees in Art, Dance, Drama and Music with sixty-five full-time faculty, serving almost six hundred undergraduates together with eighty graduate students. A profile of the Faculty of Fine Arts is available at: http://www.ffa.ucalgary.ca/ffa

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e-mail: rbond@ucalgary.ca

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search expertise in fermentation, signal transduction, or protein structure and in molecular biology are preferred. The successful applicant would be expected to teach undergraduate courses in protein structure and function and/or molecular biology. The establishment of an externally funded research program with supervision of undergraduate and graduate students is expected. Since the position is being filled in support of a biotechnology initiative at Brock, individuals with related research interests will be given preference. The deadline for applications is December 31, 1999. Please submit a letter of application with a statement of teaching and research interests, a CV, reprints of up to three recent publications and a list of three referees to Dr. Alan Castle, Department of Biological Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information concerning Brock University can be found on the University's website www.BrockU.ca.

BROCK UNIVERSITY — The Department of Biological Sciences is seeking applications for a tenure track position in Microbiology at the rank of Assistant Professor, effective July 1, 2000, subject to final budgetary approval. A Ph.D. degree and postdoctoral experience are required. Research expertise in industrial or applied microbiology, especially in the area of food fermentation, and in molecular biology are preferred. Teaching experience would be an asset. The successful applicant would be expected to teach undergraduate courses in introductory microbiology, wine microbiology and biotechnology. The establishment of an externally funded research program with supervision of undergraduate and graduate students is expected. Since this position is being filled in support of a biotechnology initiative, individuals with related research interests will be given preference. The deadline for applications is December 31, 1999. Please submit a letter of application with a statement of teaching and research interests, a CV, reprints of up to three recent publications and a list of three referees to Dr. Alan Castle, Department of Biological Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information concerning Brock University can be found on the University's website www.BrockU.ca.

BIOLOGY

UNIVERSITY OF REGINA — Animal Molecular Biologist. The Department of Biology at the University of Regina invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 2000 (subject to budgetary approval). We are seeking qualified individuals who use molecular techniques to study animal systems. The successful candidate will be welcomed to interact with members of GenBioTek, an interdepartmental unit made up of individuals who use molecular techniques in their research. Candidates must have a recent PhD, postdoctoral experience and a productive research record. As well as establishing an externally-funded research program, the successful candidate will be expected to participate in the teaching of undergraduate and graduate courses, and to develop an advanced undergraduate course in his/her area of expertise. Start-up research funds will be provided, as well as a reduced teaching load in the first two years. To apply for the position, submit a letter of application outlining research and teaching goals, a curriculum vitae, samples of research publications, and arrange for three letters of reference to be sent to: Dr. W. Chapco, Head, Department of Biology, University of Regina, Regina, SK, S4S 0A2 Canada. (fax 306-585-4894; phone 306-585-4231; e-mail William.Chapco@uregina.ca). The closing date for applications is December 31, 1999. Further information about the department is available on the world-wide web at: http://www.biol.uregina.ca. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of Regina is committed to the principle of employment equity.

QUEEN'S UNIVERSITY — Research Associate (term appointment): Applicants must have a PhD with experience in molecular modeling (SYBYL) and ice-protein interactions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities and persons of diverse sexual orientations. Apply to Dr V Walker, Dept. of Biology, Queen's University, Kingston, Ontario K7L 3N6 (walkerv@biology.queensu.ca).

BUSINESS

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is recognized world wide for the quality of its management education. The School's major programs include: a highly regarded MBA program; a very selective undergraduate program; a well-established doctoral program; as well as an expanding portfolio of programs for managers including a traditional Executive MBA program and Executive program delivered via videoconferencing in both Canada and Hong Kong. The School maintains an international orientation for research, curricula, faculty recruiting and student exchanges. High quality scholarly research as well as research dealing with issues of interest to practicing managers is actively encouraged and generously supported. Excellence in teaching is also highly valued. The faculty is collegial and engages in interdisciplinary and collaborative research. The Ivey School is also embarking on a substantial program of teaching and research activities in Asia. The School's principal location is London, Canada, a community of 326,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Edmonton, Calgary, Markham (outside Toronto), Montreal and London. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with approximately 26,000 full-time students. At least one probationary tenure track position, tenured appointment or limited term position in each of the Entrepreneurship, Finance, General Management, Global Environment of Business, Management Communications, Management Science and Information Systems, Managerial Accounting and Control, Marketing, Operations and Organizational Behaviour area groups is available to being July 2000. Although we are open in terms of research and teaching interests, a strong commitment to the practice of management is required. Familiarity with the case method of teaching is also required. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in this area and appropriate language skills. This position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcomes diversity in the workplace, and encourage applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Associate Dean, Faculty Development, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Website: www.ivey.uwo.ca

UNIVERSITY OF WESTERN ONTARIO — Global Environment of Business. The Richard Ivey School of Business is recognized world wide for the quality of its management education. The School's major programs include: a highly regarded MBA program; a small, very selective undergraduate program; a well-established doctoral program; as well as an expanding portfolio of programs for managers including a traditional Executive MBA program and Executive program delivered via videoconferencing. The School maintains an international orientation for research, curricula, faculty recruiting and student exchanges. High quality scholarly research as well as research dealing with issues of interest to practicing managers is actively encouraged and generously supported. Excellence in teaching is also highly valued. The faculty is collegial and engages in interdisciplinary and collaborative research. The Ivey School is also embarking on a substantial program of teaching and research activities in Asia. The School's principal location is London, Canada, a community of 326,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Edmonton, Calgary, Markham (outside Toronto), Montreal and London. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with approximately 26,000 full-time students. At least one probationary tenure track position, tenured appointment or limited term position in each of the Entrepreneurship, Finance, General Management, Global Environment of Business, Management Communications, Management Science and Information Systems, Managerial Accounting and Control, Marketing, Operations and Organizational Behaviour area groups is available to being July 2000. Although we are open in terms of research and teaching interests, a strong commitment to the practice of management is required. Familiarity with the case method of teaching is also required. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in this area and appropriate language skills. This position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcomes diversity in the workplace, and encourage applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Associate Dean, Faculty Development, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Website: www.ivey.uwo.ca

UNIVERSITY OF WATERLOO — Assistant Professor. The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 2000 in Speech Communication. Primary area: Organizational Communication. Secondary areas: Interpersonal Communication, Small Group Communication, Interviewing or Public Speaking. The successful candidate must have a PhD or terminal degree. Salary range commensurate with qualifications and experience. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: November 30, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

MCGILL UNIVERSITY — Assistant/Associate Professors of Finance. The Faculty of Management of McGill University invites applications for tenure-track positions in Finance at the rank of Assistant/Associate Professor. The candidates for the Assistant Professorship must hold a Ph.D (or will be very near completion). The candidates for the Associate Professorship should have an excellent research record and strong teaching capabilities. All areas will be considered, however, our preference will be for candidates with research interests in the area of investments. Salary is commensurate with the candidate's qualifications and research record. The Faculty of Management of McGill University is committed to the development of the practice of management through the offering of outstanding undergraduate, graduate, and post-graduate business education, and the pursuit of scholarly activities judged to be excellent when measured against the highest international standards. Please send applications to: Professor Vihang Errunza, Faculty of Management, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, Canada H3A 1G5; Telephone: (514) 398-4056; Fax: (514) 398-3876. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGILL UNIVERSITY — The Organisational Behavior and Human Resource Management Area in the Faculty of Management is seeking to fill several tenure track positions for July 2000. Candidates must have a strong commitment to research and teaching, and an international orientation. One slot is reserved for a senior, distinguished scholar with a minimum 10 years university teaching experience; otherwise, rank is open. Requirements: Ph.D. and strong research record or demonstrated research potential. Salary commensurate with qualifications and research record. Send CV and 3 letters of recommendation by Nov 30, 1999 to Mary Dean Lee, Area Coordinator, Organizational Behavior and Human Resource Management, Faculty of Management, McGill University, 1001 Sherbrooke St. W., Montreal, QC H3A 1G5. In accordance with Canadian Immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITÉ MCGILL — La faculté de gestion est à la recherche de candidat(e)s afin de combler plusieurs postes de professeur(e) titulaire/agrégé(e)/adjoint(e) donnant accès à la permanence, ainsi qu'un poste d'illustre universitaire ayant un minimum de dix(10) années d'enseignement, dans les domaines du comportement organisationnel et de la gestion des ressources humaines débutant en juillet 2000. Les candidat(e)s sont titulaires d'un doctorat, possèdent une solide expérience de la recherche (en démontrent un fort potentiel, ainsi qu'une orientation internationale et une bonne expérience de l'enseignement. Le salaire est fonction des qualifications et de l'expérience de recherche du/de la candidat(e). Faites parvenir votre candidature ainsi que trois (3) lettres de références avant le 30 novembre 1999 à: Professeur Mary Dean Lee, Coordinatrice, Comportement organisationnel et gestion des ressources humaines, Faculté de gestion, Université McGill, 1001 rue Sherbrooke ouest, Montréal, QC Canada H3A 1G5; Téléphone: (514) 398-4034; Télécopieur: (514) 398-3876. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

UNIVERSITY OF WATERLOO — Assistant Professor. The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 2000 in Speech Communication. Primary area: Organizational Communication. Secondary areas: Interpersonal Communication, Small Group Communication, Interviewing or Public Speaking. The successful candidate must have a PhD or terminal degree. Salary range commensurate with qualifications and experience. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: November 30, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

MCGILL UNIVERSITY — Assistant/Associate Professors of Finance. The Faculty of Management of McGill University invites applications for tenure-track positions in Finance at the rank of Assistant/Associate Professor. The candidates for the Assistant Professorship must hold a Ph.D (or will be very near completion). The candidates for the Associate Professorship should have an excellent research record and strong teaching capabilities. All areas will be considered, however, our preference will be for candidates with research interests in the area of investments. Salary is commensurate with the candidate's qualifications and research record. The Faculty of Management of McGill University is committed to the development of the practice of management through the offering of outstanding undergraduate, graduate, and post-graduate business education, and the pursuit of scholarly activities judged to be excellent when measured against the highest international standards. Please send applications to: Professor Vihang Errunza, Faculty of Management, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, Canada H3A 1G5; Telephone: (514) 398-4056; Fax: (514) 398-3876. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITÉ MCGILL — Faculté de gestion. Professeur(e) adjoint(e)/agrégé(e) en finance. La faculté de gestion de l'Université McGill invite des mises en candidature pour des postes de professeur(e) adjoint(e)/agrégé(e) en finance menant à la permanence. Les candidat(e)s pour les postes de professeur(e) titulaire devront être détenteurs d'un doctorat (ou en voie de l'obtenir prochainement). Les candidat(e)s pour les postes de professeur(e) adjoint(e) possèderont une solide expérience de la recherche ainsi qu'une bonne expérience de l'enseignement. Bien que tous les domaines de spécialisation soient considérés, la préférence sera portée sur les candidat(e)s dont les intérêts de recherche sont concentrés dans le domaine des investissements. La rémunération sera établie selon les titres de compétence du/de la candidat(e). La faculté de gestion de l'Université McGill souscrit à l'amélioration et à l'épanouissement de la pratique de la gestion en offrant des programmes de 1er, 2e, et 3e cycles de grande qualité et en menant des recherches qui, mesurées à l'aune des normes internationales les plus rigoureuses, sont jugées excellentes. Veuillez faire parvenir vos mises en candidature au: Professeur Vihang Errunza, Faculté de gestion, Université McGill, F001, rue Sherbrooke ouest Montréal (Québec) Canada H3A 1G5; Téléphone: (514) 398-4056; Télécopieur: (514) 398-3876. Conformément à la législation canadienne en matière d'immigration, cette offre s'adresse en priorité aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi.

UNIVERSITY OF VICTORIA — Finance, International Business, Entrepreneurship, and Hospitality Services Management: The Faculty of Business at the University of Victoria is seeking to fill tenure track positions at the assistant/associate professor level in the following areas: finance, entrepreneurship, international business, and hospitality services management. Candidates whose background combines more than one of these fields (for example, international finance, or entrepreneurship in the global economy) are particularly encouraged to apply. In the hospitality services management area, some background in hotel management/tourism would be an advantage. Applicants should be ABD or hold a PhD in an appropriate field. Salary commensurate with the applicant's qualifications and experience. The University of Victoria is ranked as one of the leading comprehensive universities in Canada (visit the UVic website at www.uvic.ca). The Faculty of Business recently won the Academy of Management's competition for the most innovative undergraduate program in entrepreneurship. The Faculty is also renowned for its international focus, including extensive exchange programs and overseas coop work opportunities for students. Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three letters of reference to: Dr. Roger Wolff, Dean, Faculty of Business, University of Victoria, PO Box 1700, STN CSC, Victoria, B.C. V8W 2Y2. Telephone: (250) 472-4614. Fax: (250) 721-6613. E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. All positions are subject to budget approval. Closing date: January 15, 2000, or until the positions are filled.

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business, Assistant Professor of Marketing The Michael G. DeGroote School of Business at McMaster University invites applications for two tenure-track appointments at the rank of Assistant Professor of Marketing, commencing July 1, 2000. Candidates from any of the traditional areas of marketing are encouraged to apply. Crossover research and/or teaching interest in any of the following areas will be an asset: Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce. Candidates must possess a doctorate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vita and the names and contact information of three referees. Send application and all supporting documentation to: Dr. Rick D. Hackett, Interim Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4M4 Canada; Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the positions are filled.

MCMASTER UNIVERSITY — Faculty of Business The Michael G. DeGroote School of Business, McMaster University, invites applications for a tenure-track position at the Assistant level, commencing July 1, 2000, in the area of Information Systems with research and teaching interests in Electronic Commerce. Preference will be given to those candidates with research and teaching interests in the technical and business issues associated with E-Commerce. PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. Breadth in teaching capabilities is a distinct advantage. Salary will be com-

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Dalhousie University
School of Occupational Therapy
Rehabilitation Engineer

Applications are invited for a full-time probationary tenure track position at the assistant professor level, in the School of Occupational Therapy. Salary will be commensurate with qualifications and experience, starting August 1, 2001, subject to budgetary approval

The ideal candidate will have a PhD in Electrical, Mechanical, or Rehabilitation Engineering, preferably with post-doctoral academic or industrial experience. Responsibilities will include teaching and research in the area of rehabilitation technology and biomechanics, including human-computer interfaces and environmental design to reduce daily living challenges for those with performance limitations associated with disability or aging. The individual will be expected to contribute to undergraduate and graduate teaching, including graduate student supervision, to develop distance course delivery for continuing and graduate education, and to develop rehabilitation technology and design consulting services to meet Atlantic Canadian needs.

Dalhousie's School of Occupational Therapy is situated in a visionary Faculty of Health Professions. Started in 1982 with an honours undergraduate program, the School launched a Master of Science (Occupational Therapy) program in 1998 through distance learning to meet Atlantic region, national, and international needs in occupational therapy. Faculty interests are diverse, and are linked through interests in occupation, defined broadly to refer to unpaid as well as paid forms of engagement in daily life.

Halifax is a small but international, historic city located on the Atlantic Ocean, with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, fishing, whale watching, and good schools and universities.

Applications will be accepted until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license (if applicable), names and e-mail addresses of three academic or professional referees to: **Elizabeth Townsend, Ph.D., O.T.(C). Reg. N.S., Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia CANADA B3H 3J5;** Ph: 902-494-2615; Fax: 902-494-1229; E-mail: liz.townsend@dal.ca

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Aboriginal peoples, persons with a disability, racially visible persons.

Lakehead
UNIVERSITY

INFORMATION SYSTEMS

The Faculty of Business Administration at Lakehead University invites applications for a probationary (tenure-track) appointment in the area of information systems.

Applicants should have completed or be nearing completion of a PhD. The successful candidate is expected to teach and develop undergraduate courses and conduct research in his/her area of specialty. Rank and salary are dependent on qualifications and experience. This appointment will commence on January 1 or July 1, 2000. Individuals with a Master's degree and related experience in information systems may be considered for a term appointment.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: **Dr. Bahram Dadgostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1.**

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Dalhousie University
School of Occupational Therapy
Anthropologist or Sociologist

Applications are invited for a full-time probationary tenure track position at the assistant professor level, in the School of Occupational Therapy. Salary will be commensurate with qualifications and experience, starting August 1, 2000, subject to budgetary approval.

The ideal candidate will have a PhD in anthropology or sociology, preferably with post-doctoral academic experience in area(s) such as: occupation, aging, disability, mental health, diversity, identity, community, power, profession, ethics, or other areas which can contribute to occupational therapy or occupational science. Responsibilities will include teaching and research to contribute to undergraduate and graduate teaching, including graduate student supervision, and to develop distance course delivery for continuing and graduate education.

Dalhousie's School of Occupational Therapy is situated in a visionary Faculty of Health Professions. Started in 1982 with an honours undergraduate program, the School launched a Master of Science (Occupational Therapy) program in 1998 through distance learning to meet Atlantic region, national, and international needs in occupational therapy. Faculty interests are diverse, and are linked through interests in occupation, defined broadly to refer to unpaid as well as paid forms of engagement in daily life.

Halifax is a small, international, historic city located on the Atlantic ocean, with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, fishing, whale watching, and good schools and universities.

Applications will be accepted until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license (if applicable), names and e-mail addresses of three academic or professional referees to: **Elizabeth Townsend, Ph.D., O.T.(C). Reg. N.S., Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia CANADA B3H 3J5;** Ph: 902-494-2615; Fax: 902-494-1229; E-mail: liz.townsend@dal.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Aboriginal peoples, persons with a disability, racially visible persons and women.

CAREERS SECTION · SECTION DES CARRIÈRES

mensurate with research scholarship, teaching and applied experience. Submit applications, c.v. and names with contact information on three referees to: Dr. Rick D. Hackett, Interim Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, Ontario L8S 4M4, E-mail: Hackett@McMaster.ca McMaster University is committed to employment equity and encourages applications from all qualified candidates including: aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Accounting, Finance, Marketing, and Operations and Decision Sciences areas commencing July 1, 2000. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. The specific areas of expertise sought for the Accounting position are tax, managerial, auditing and/or accounting information systems; for the Finance position they are derivatives and/or insurance, and for the Operations and Decision Sciences position they are supply chain management and management of information systems. Qualifications include PhD or ABD with evidence of strong research and teaching potential. Limited term positions are also available in Accounting (managerial, financial, and/or auditing). The School has sixty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All appointments are subject to budget approval. Please direct applications to: Dr. Ruth Harris, Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W. Waterloo, Ontario N2L 3C5.

QUEEN'S SCHOOL OF BUSINESS invites applications for tenure track positions in Finance (2); Marketing (business to business and/or technology); Financial Accounting; Production/Operations Management and Organizational Behaviour/Human Resources. Candidates must have a PhD or be near completion. The level of appointment is open and the appointments are subject to final budgetary approval. Applicants must have both a commitment to excellence in teaching and potential for outstanding research (or a proven teaching and research record for a non-entry level position). Appointees have access to substantial internal funds both for research, through the School of Business Research Program, and for course development and teaching, through the Dean's Development Fund. Queen's School of Business has an outstanding reputation in its academic programs including innovative, privatized MBA studies, our flagship undergraduate Commerce program, a new Master's of Science in Management; and our unique dual-major PhD. The School is also the Canadian leader in executive education. Queen's School of Business recently received unconditional AACSB accreditation. In accordance with Canadian Immigration requirements, the advertisement for the position in Organizational Behaviour/Human Resources is directed first to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Salary will be commensurate with qualifications and experience. The effective date of appointment will be July 1, 2000 but a flexible. Applications should be submitted by December 31, 1999. Please submit to R.L. Jackson, Associate Dean, Queen's School of Business, Queen's University, Kingston, Ontario K7L 3N6 Fax: (613) 533-2013; e-mail: rjackson@business.queensu.ca

BUSINESS COMPUTING/ ADMINISTRATIVE STUDIES

THE UNIVERSITY OF WINNIPEG — The Department of Business Computing and Administrative Studies at the University of Winnipeg invites applications for one or two probationary tenure track positions, at the rank of Assistant Professor. The desired specialties include Accounting and finance, Marketing, Human Resources, and Entrepreneurship. Preference will be given to candidates able to teach at an introductory level in more than one of these specialty areas. The Department emphasizes case-based instruction, therefore case-method teaching and professional experience is desired. Applicants should have a Ph.D. completed or very near completion. The successful candidate(s) must have a strong commitment to undergraduate teaching and to research. Subject to budgetary approval, appointment(s) start effective July 1, 2000. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by December 15, 1999 send a curriculum vitae, including three letters of reference, and a sample of research to: Dr. Sheela Ramanna, Chair, Department of Business Computing and Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba Canada R3B 2E9, e-mail: sramanna@uwinnipeg.ca

BUSINESS ECONOMICS

YORK UNIVERSITY — Department of Economics, Glendon College. The Department expects to make an entry level tenure-track appointment at the rank of assistant professor (subject to budgetary approval). The candidate must be fluent in French and English and will be required to teach and conduct research in both languages. Candidates should hold a completed PhD in Economics or Business (or expected in 2000) and possess strong potential for high-quality scholarly research and teaching. Preferred fields are industrial relations, international business, human resources, management, finance, and accounting. Duties will include undergraduate (BA) teaching in the recently developing business economics concentration within the Economics Department, research, and the possibility of graduate teaching, and administrative responsibilities. Salary is determined in accordance with the current collective agreement. Date of appointment: July 1, 2000. Deadline for applications: January 15, 2000 (or until position is filled). Send application, including complete curriculum vitae and the names of three referees, to: Dr. James Savary, Chair, Department of Economics, York University, Glendon College, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ YORK — Le Département de science économique du Collège universitaire Glendon de l'Université York compte offrir un poste menant à la permanence, au rang de professeur(e) adjoint(e), sous réserve d'approbation budgétaire. La personne sélectionnée devra consigner et faire des recherches en français et en anglais et dont donc posséder une excellente maîtrise des deux langues. Les candidat(e)s doivent détenir un doctorat en science économique ou en commerce (ou prévoir de le soutenir en 2000), et disposer des compétences nécessaires pour effectuer de la recherche et enseigner à un très haut niveau. On accordera la préférence aux personnes avec une spécialisation dans un ou plusieurs des domaines suivants: organisation industrielle, management, finances, affaires internationales, ressources humaines ou comptabilité. Les fonctions comprennent l'enseignement au niveau du 1er cycle dans la nouvelle option économie et commerce affecte par le Departement de science économique, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. Le salaire affect sera fixé en fonction de la convention collective. Prière de faire parvenir une lettre de candidature, un curriculum vitae et le nom de trois personnes en référence a Monsieur James Savary, Directeur, Département de science économique, College universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6 Date d'entrée en fonction : le 1er juillet 2000 Date limite de candidature : le 15 janvier 2000 ou au plus tard au besoin. L'Université York souscrit au principe d'équité en matière d'emploi, et notamment aux mesures d'action positive envers les femmes. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

BISHOP'S UNIVERSITY — Williams School of Business and Economics Applications are invited for the following: The Williams School of Business and Economics currently has two tenure stream vacancies at the level of Assistant Professor beginning July 2000 and one sessional position beginning September 2000 in the following areas: Accounting, Finance or Marketing. The successful candidates are expected to teach three undergraduate courses in the Fall and in the Winter semesters, and demonstrate an active interest in research. They should be in possession of or near completion of, a PhD or qualifications judged to be equivalent. These positions are advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Applications will be accepted until the position is filled. Bishop's University is a residential university of approximately 1900 full-time and 500 part-time students, with English as the language of instruction. Bishop's University is located in Quebec's beautiful Eastern Townships, about 160 kms. East of Montreal. The University offers a liberal education in the Humanities, Social Sciences, Natural Science, Business and Education. Interested persons should submit a curriculum vitae and arrange for three letters of reference to be sent to: Bill Robson, Dean, Williams School of Business and Economics, Bishop's University, Lennoxville, Quebec, J1M 1Z7, FAX No. (819) 822-9720; Phone No: (819) 822-9622, e-mail. brobson@ubishops.ca

CANADIAN STUDIES

BROCK UNIVERSITY — History Department and Canadian Studies Program invite applications for a probationary (tenure-track) cross-appointment in Canadian Cultural History. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. Applicants should have a Ph.D. or be very close to completion at the time of application. The successful applicant will teach at or near the floor of the Assistant Professor rank and will be expected to teach at every level of the undergraduate program. The appointment will commence July 1, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. John Sainsbury, Chair of Joint Search Committee (History/Canadian Studies), Department of History, Brock University, St. Catharines, Ontario L2S 3A1; Fax (905) 688 2789. The closing date for applications is January 28, 2000. Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. More information on Brock University can be found on the University's website www.BrockU.ca.

CNEMISTRY

WILFRID LAURIER UNIVERSITY — The Department of Chemistry invites applications for a tenure-stream appointment at the rank of Assistant Professor, subject to budgetary approval, commencing on July 1, 2000. Applicants should have a PhD and some post-doctoral experience in the area of organic chemistry and will be expected to develop an externally funded research program. The department strives for excellence in undergraduate education and features limited enrolments and small classes. Applications with a full curriculum vitae and the names and addresses of three referees should be forwarded on or before March 1, 2000, to Dr. Russell Rodrigo, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, ON N2L 3C5. In accordance with Canadian immigration policy, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities.

MCMASTER UNIVERSITY invites applications for a contractually limited appointment at the Assistant Professor level to commence April 1, 2000. Applicants should hold a PhD and have a strong commitment to undergraduate education. They will not be expected to develop an independent research program, but their main duties will involve teaching general chemistry at the first year level, and/or higher level courses in their primary area(s) of expertise. The applicant may also be called on to participate in curriculum development, undergraduate laboratory supervision, or technical support within one of the department's major instrument facilities, though in a limited capacity. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications, including a curriculum vitae and letters from three referees should be sent by December 1, 1999 to Dr. M.J. McGlinchey, Acting Chair, Department of Chemistry, McMaster University, Hamilton, Ontario Canada L8S 4M1 Tel. +1(905)525-9140 ext 24504, Fax: +1 (905)522-2509

UNIVERSITY OF MANITOBA — The Department of Chemistry at the University of Manitoba invites applications for a tenure-track position at the rank of Assistant Professor. We are particularly seeking outstanding candidates with expertise in inorganic chemistry, whose research interests might encompass either bioinorganic or solid state/materials chemistry. Given the interdisciplinary nature of these fields, we encourage all suitably qualified candidates in relevant areas of chemistry, including biochemistry, to apply. Applicants must have a Ph.D. or equivalent doctoral degree with post-doctoral experience in the relevant areas. The successful candidate will be expected to establish an externally funded program of scholarly research, and to teach effectively at both the undergraduate and graduate level. The salary range for this rank will be $42,524 to $65,040. This position, which is subject to final budget approval, is to begin July 1 2000 or as soon as possible thereafter. The Department currently has 18 tenured or tenure-track staff, 6 other full-time academic staff, 13 support staff, and 35 graduate students; post-doctoral fellows, and research associates We are well equipped for research in most branches of Chemistry, including X-ray crystallography facilities, service laboratories for NMR (500 MHz and 300 MHz instruments) and mass spectrometry, and a full-time glassblower. For further information about the Department please see our web page at: http:// www.umanitoba.ca/chemistry. Winnipeg is a mature, highly civilized city with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are attractive by North American standards. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The deadline for applications is December 3, 1999. Applicants should submit a curriculum vitae, a detailed research proposal, a statement of teaching experience and philosophy, and the names and address of three referees to: Dr. Harry Duckworth, Chair of the Search Committee, Department of Chemistry, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2; E-mail: hdckwth@cc.umanitoba.ca; Telephone: (204) 474-9265; Fax: (204) 474-7608.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to six tenure-track positions available in the fields of Organic, Analytical, Biophysical and Experimental Physical Chemistry. Please see our full-page display ad in this issue.

CLASSICAL STUDIES

UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track position at the Assistant Professor level in Classical Studies starting September 1, 2000. The successful candidate must have a PhD in Classics, an active research program, and a commitment to excellence in undergraduate teaching. Teaching duties will include a variety of courses in Classical Civilization as well as language courses in Latin and/or ancient Greek. The successful candidate must also be willing to participate in our Distance Education program. The salary range commensurate with qualifications and experience. The closing date for applications is December 15, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor P.Y. Forsyth, Chair, Department of Anthropology and Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CLASSICS

BROCK UNIVERSITY — The Department of Classics at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. Preferred qualifications include a completed Ph.D.; publications and continuing research; demonstrated achievement in undergraduate teaching. The Classics Department normally consists of six members teaching a variety of courses towards pass and honours degrees in Classical Studies, Classical Languages, and Ancient Art and Archaeology (but including the languages). Besides these major programs, it also offers introductory courses in mythology and in civilization to satisfy a general requirement, and first-year language courses to satisfy a language requirement. The successful candidate will be expected to develop a repertory which contributes to this broad mandate. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca. The closing date for applications is 15 January, 2000 Applicants should send a letter, curriculum vitae, and any other supporting material, and arrange for three letters of reference to be sent, to: Prof. Noel Robertson, Chair, Department of Classics, Brock University, St. Catharines, Ontario L2S 3A1; Fax: (905) 688-2789

COMMUNICATION

UNIVERSITY OF OTTAWA — The Department of Communication invites applications for two full-time, tenure-track positions at the rank of Assistant Professor starting July 1, 2000 Established in 1969, the Department has a large, dynamic and growing program, with a broad range of courses, covering both media and organizational studies. Applicants should have a Ph.D. in communication or a related discipline and a relevant research dossier. One position will involve teaching mainly in English and the other mainly in French. Bilingualism is a condition for tenure. Salary is based on the University's Collective Agreement. In accordance with Canadian Citizenship and Immigration requirements, these positions are open to Canadian citizens and permanent residents. The University of Ottawa is committed to an employment equity program. Candidates should submit their curriculum vitae and three letters of recommendation by December 15, 1999, to: Sherry Ferguson, Chair, Department of Communication, University of Ottawa, 554 King Edward Ave., P.O. Box 450, Stn. A, Ottawa, Ontario, K1N 6N5.

ASSISTANT/ASSOCIATE PROFESSORS

Applications are invited for the following tenure-track positions. All appointments will be at the Assistant or Associate level and are subject to budgetary approval.

The University of New Brunswick has initiated a major program of renewal and rejuvenation which will provide significant opportunities for the successful candidates. We are seeking candidates who complement existing research strengths, and who find the possibility of dynamic multidisciplinary research opportunities exciting. Such opportunities exist both within each faculty and across the whole University.

FACULTY OF EDUCATION

The Faculty of Education is primarily responsible for the education of teachers for the Anglophone side of the New Brunswick public school system. It also offers programs in Adult Education and Guidance and Counselling. The Faculty has over 750 undergraduate and graduate students in BEd, MEd and PhD programs. All candidates should possess a completed Doctorate in Education in the field of specialization, excellent teaching skills, a commitment to research and publication, and interest in the broader needs of the faculty at both the undergraduate and graduate levels. Participation in the professional development of educators and in the supervision of undergraduate students, student teachers, and MEd and PhD students is an expectation.

Adult Education. The desired candidate should have experience in delivering education programs in distance formats. Familiarity with issues related to community, workplace and other non-formal training and learning contexts is expected. Competence in program planning and evaluation and experience with selected groups of adult learners such as seniors, women, or adults with learning disabilities is desirable.

Mathematics Education. Expertise in both elementary and secondary levels of Mathematics Education. Primary teaching responsibilities exist in the pre-service teacher education programs.

Physical Education. Responsibility for teaching physical education in the pre-service teacher education program. Expertise at both the elementary and secondary levels.

Science Education. Expertise in both elementary and secondary levels of Science Education. Primary teaching responsibilities exist in the pre-service teacher education programs. Contract **Dr. Marian Small, Acting Dean, Faculty of Education.**

FACULTY OF ENGINEERING

Geodesy and Geomatics Engineering Applicants holding a PhD with evidence of accomplishments and experience in one or more of the following fields: digital image processing and metrology for remote sensing and mapping; remote sensing systems integration; digital photogrammetry. The successful applicant will have a strong commitment to research, curriculum development and teaching at both undergraduate and post-graduate levels. Industry experience is an advantage, and applicants should be eligible for registration as a Professional Engineer. Contact **Dr. David Coleman, Chair, Department of Geodesy & Geomatics Engineering.**

FACULTY OF LAW

Candidates with graduate degrees and a strong commitment to teaching and scholarship in any area of law; identified areas of need include environmental and natural resources law, commercial law, advocacy and legal research and writing, intellectual property, family law, and professional responsibility. Multidisciplinary approaches to law teaching and research are encouraged. There may be an opportunity to teach in French. Applicants should send a complete CV, including representative samples of research activity, a statement of teaching and research interests, and the names, addresses and telephone numbers of three referees to **Dean Anne Warner La Forest, Faculty of Law,** Telephone: (506) 453-4627, Fax: (506) 453-4604, E-mail: laforest@unb.ca.

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The University of New Brunswick is strongly committed to excellence in teaching and research. Candidates should have an articulated research program and be willing to collaborate with researchers and professionals in related fields. All positions are subject to final budgetary approval and are scheduled to take effect 1 July 2000. Salaries are commensurate with qualifications and experience. Applicants should direct inquiries and applications, including a curriculum vitae, description of teaching and research interests, and the names of three referees to the appropriate Chair or Dean at **University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3;** (506) 453-4666.

Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.City.Fredericton.nb.ca/welcome.html respectively.

In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

QUEEN'S UNIVERSITY AT KINGSTON

Dean, School of Graduate Studies

Queen's University invites nominations and applications for the position of Dean of the School of Graduate Studies. The appointment is for a renewable five-year term commencing July 1, 2000 and will include a continuing academic appointment. The Dean will be expected to provide strong academic leadership to a highly varied program of graduate studies at both the Masters and Doctoral levels.

The University has approximately 1,000 faculty and 2,000 staff. It is located in the historic city of Kingston, Ontario which offers an abundance of cultural and recreational activities. Approximately 2,200 graduate students are included in the University student enrolment of 14,000 full-time and 3,000 part-time.

The Dean will report to the Vice-Principal (Academic) and will be responsible for furthering the development of a strong and vibrant graduate program, administration of Senate policies as they pertain to graduate studies and for the supervision of the graduate teaching programs and the budget of the School. Since the programs of the School extend across the University, the Dean will work closely with the faculty deans and heads of academic departments, centres and institutes in all aspects of their work. The Dean also has direct responsibility for the School of Policy Studies, the School of Urban and Regional Planning and for the School of Industrial Relations.

The successful candidate will have had substantial administrative experience, an outstanding record of leadership in Graduate Studies and will have demonstrated excellence in teaching and research.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualification and experience and the names of three referees be sent no later than *January 5, 2000* to: *Dr. David H. Turpin, Vice-Principal (Academic), Queen's University, Richardson Hall, Room 239, Kingston, ON K7L 3N6 Canada.*

Concordia University's Faculty of Arts and Science

Reaching into the 21st Century

Our Faculty of Arts and Science is strategically rebuilding its professorial ranks by hiring 100 additional tenure-track professors. Since 1997, we have hired 50 tenure-track professors and we plan to hire another 50 over the next three years. We invite you to join our dynamic Faculty.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for two tenure-track positions. One position is for a Human Systems Development specialist with expertise in group process theory and skills and leadership effectiveness. Additional expertise in group problem-solving and decision-making, and advanced human relations training are desirable. The other position is in the area of program planning, development and evaluation from a broad perspective. Both successful candidates will have PhDs in relevant social science disciplines and expertise in conducting applied, intervention-related research. A working knowledge of French is an asset. This new, multi-disciplinary department includes a graduate program in Human Systems Intervention and undergraduate programs in Human Relations, Leisure Sciences, Therapeutic Recreation, Family Life Education and Community Service.
Dr. Randy Swedburg, Chair, Department of Applied Human Sciences swed@vax2.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for up to six tenure-track positions. We are seeking candidates in Organic, Analytical, Biophysical and Experimental Physical Chemistry, whose research interests will complement those of the present faculty. The successful candidates will have a PhD as well as postdoctoral experience. Candidates will be expected to establish an active research program, and teach at the graduate and undergraduate levels. A detailed research proposal with start-up requirements should be sent along with the application.
Dr. J. A. Capobianco, Chair, Department of Chemistry and Biochemistry capo@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to four tenure-track positions. We are seeking candidates for the following areas: Multimedia Theory and Practice; Visual Media Studies; Theory and Philosophy of Communication; and Media Policy Studies. The successful candidates will have a PhD in Communication Studies or in a cognate field, as well as teaching and research expertise. A working knowledge of French is required for participation in our inter-university doctoral program. Candidates will be expected to teach and supervise students at the undergraduate and graduate levels.
Dr. Martin Allor, Chair, Department of Communication Studies allor@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three tenure-track positions in one or more of the following areas: Econometries; Labour; Development; Macroeconomies; International; and Financial Economics. The successful candidates will have a completed, or near-completed, PhD. They will be expected to teach at graduate and undergraduate levels and be committed to research. Applications must include samples of research work.
Dr. Ian Irvine, Chair, Department of Economics irvinei@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for two tenure-track positions. One position is in Early Childhood and Elementary Education. We especially welcome applicants who are interested in teaching curriculum method and theory (any school subjects or cross-curricular issues at the upper elementary level), as well as educational foundations or child development and learning. Candidates must be able to supervise student teachers. The other position is in Information Studies, for our new undergraduate program. We especially welcome applications from candidates holding a PhD in Library and Information Studies or equivalent. The ideal candidate possesses expertise in the following areas: information management and its associated technologies; users and information services; information policy; and current issues surrounding the role of information in a global, knowledge-based society. Both positions require dynamic educators with strong research skills. A working knowledge of French is an asset.
Dr. Anne M. Galler, Acting Chair, Department of Education, amg@alcor.concordia.ca

ENGLISH

Our Department of English invites applications for up to three tenure-track positions. One position is in English Renaissance Literature. The ideal candidate will be competent in all areas of 16th and 17th century English literature, including non-dramatic literature, Renaissance drama, and Shakespeare. Another position is in American Literature. The ideal candidate will be competent in all periods of American literature, with a focus on the 20th century. Knowledge of 20th century British Literature is an asset. Candidates for both positions require a completed or soon-to-be-completed PhD. Prior teaching experience is highly desirable. Candidates will be expected to teach and supervise at the graduate and undergraduate levels and maintain an active commitment to scholarship. A third position is in Creative Writing and requires teaching at the undergraduate and graduate levels. The ideal candidate should be an accomplished writer of prose fiction or poetry, with a substantial body of published work and successful teaching experience in Creative Writing workshops at the university level. Candidates should have an MA in Literature or an MFA in Creative Writing. Expertise in a second genre (drama, fiction, or poetry) and the demonstrated ability to teach that genre are assets.
Prof. Terence Byrnes, Chair, Department of English byrnes@alcor.concordia.ca

ETUDES FRANCAISES

Le département d'Études françaises annonce la création probable de trois postes de professeur ou professeure. La premier poste : un ou une spécialiste de l'enseignement du français langue seconde ayant fait des études en didactique du français ou en linguistique et s'intéressant à l'usage des ordinateurs multimédias dans l'enseignement de la langue. Une deuxième poste : un ou une spécialiste des littératures des Amériques de langue française, dont les recherches portent sur les liens entre la littérature et les médias, et entre les notions de diffusion et de culture. Une troisième poste : un ou une spécialiste de terminologie et de traduction spécialisée pouvant également enseigner la traduction générale. Les qualifications recherchées comprennent un doctorat, une expérience pertinente de l'enseignement, des publications, une aptitude au travail d'équipe et selon la discipline des candidat(e)s, une connaissance du milieu culturel et professionnel. Les candidat(e)s retenu(e)s auront la tâche d'enseigner des cours et d'encadrer les etudiant(e)s dans les programmes de premier et de deuxième cycle.
Madame Lucie Lequin, Directrice du département d'Études françaises lequin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to three tenure-track positions. Two positions are in Clinical Exercise Physiology. One of these positions requires a candidate with expertise in the assessment of exercise intervention and testing, with special consideration given to candidates who possess experience in cardio-respiratory disease and other disorders. The second position requires a candidate with expertise in the areas of geriatries and pediatries. A third position is in Health Epidemiology. The ideal candidate will have expertise in examining health trends related to interventions that promote healthy lifestyles. All three positions require candidates with PhDs in Exercise Science or a related field. Candidates will teach at the undergraduate level and develop a research theme.
Dr. Robert D. Kilgour, Chair, Department of Exercise Science kilgour@vax2.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for two tenure-track positions. The candidates will teach seminars in Western Civilization and Culture in the College's multidisciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, must be competent to teach in the areas of history, philosophy, literature, religion, and political theory; science would be an additional strength. Candidates must possess a PhD and a record of publications.
Dr. Geoffrey C. Fidler, Principal, Liberal Arts College gfidler@vax2.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to six tenure-track positions, predominantly in the fields of Comparative Politics and International Relations. Applicants are encouraged to identify their specific areas of specialization as well as any other sub-fields of expertise and interest.
Dr. Reeta Tremblay, Chair, Department of Political Science reetact@vax2.concordia.ca

PSYCHOLOGY

Our Psychology Department invites applications for up to six tenure-track positions. At least two positions will be in the area of Developmental Psychology, attached to our Centre for Research in Human Development, which encompasses lifespan development. Preference will be given to candidates with expertise in cognitive development, social development and developmental psychopathology. Two to three positions will be in Clinical Psychology. Preference will be given to candidates with research and clinical interests in prevention, the family, therapeutic process variables, mood disorders and program evaluation. The final position is in Behavioural Neuroscience, attached to our Centre for Studies in Behavioral Neurobiology. Preference will be given to candidates with expertise in motivation or drug abuse. All six positions require candidates who possess a PhD (Clinical positions require PhDs from an APA/CPA accredited clinical doctoral program). Active research programs are required.
Dr. June Chaikelson, Chair, Department of Psychology chaikel@vax2.concordia.ca

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites applications for up to five tenure-track positions. We are particularly interested in candidates with research and teaching strengths in one or more of the following areas: contemporary theory; social inclusion/exclusion; subjectivity and socialization; culture and representation; and social movements. We are also interested in developing our strength in visual sociology-anthropology and multimedia. The ideal candidates should have a PhD and an active research program, and will teach at both the undergraduate and graduate levels. A working knowledge of French is an asset.
Dr. Anthony Synnott, Chair, Department of Sociology and Anthropology synnott@vax2.concordia.ca

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for two tenure-track positions in Spanish. One position is in the area of Peninsular literature and philology. Undergraduate teaching responsibilities are likely to include the Spanish language and its history as well as Peninsular literature and culture. The other position is in Spanish-American literature and culture. Teaching responsibilities include contemporary literary theory in Latin American Studies. Both candidates must possess a PhD and have a demonstrated commitment to research. Excellence in teaching and near-native fluency in Spanish and English are required. Familiarity with computer-assisted language learning techniques is an asset.
Dr. Catherine Vallejo, Chair, Department of Classics, Modern Languages and Linguistics vallejo@alcor.concordia.ca

URBAN STUDIES

Our Department of Geography invites applications for a tenure-track position in Urban Studies. The ideal candidate must have a PhD and good analytical skills in planning and design. The candidate will teach laboratory courses in urban design and develop a funded research program. Practical experience in the field, demonstrated superior teaching experience and a working knowledge of French are assets. The Urban Studies program offers undergraduate studies in urban design. A proposal for graduate studies is in progress.
Dr. Patricia Thornton, Chair, Department of Geography thorpat@vax2.concordia.ca

Subject to budgetary approval, we anticipate filling up to 20 of these positions, normally at the rank of Assistant Professor, for July 1, 2000. Subject to budgetary approval, we expect to fill all of the positions listed above within the next three years, as qualified candidates are identified.

Please forward all applications to the Department contact listed above by November 15, 1999. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. *In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.*

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science, Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca;
Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8; Internet: http://artsci-ccwin.concordia.ca

Concordia UNIVERSITY

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CAREERS SECTION · SECTION DES CARRIÈRES

UNIVERSITÉ D'OTTAWA — Le Département de communication sollicite des candidatures pour deux postes de professeur ou professeure adjoint·e menant à la permanence. Date d'entrée en fonction: 1er juillet 2000. Créé en 1969, le département offre un programme solide et dynamique en pleine expansion. Son large éventail de cours couvre les domaines des medias et de la communication organisationnelle. Le candidat ou la candidate devra posséder un doctorat en communication ou dans une discipline connexe et un bon dossier de recherche et de publications. L'un des postes est principalement voué à l'enseignement de cours en français, l'autre en anglais. Le bilinguisme constitue une condition d'obtention de la permanence. Salaire: selon la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens/citoyennes canadiens/canadiennes et aux résidents/résidentes permanents/permanentes. L'Université applique une politique d'équité en matière d'emploi. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation avant le 15 décembre 1999: Sherry Ferguson, directrice, Département de communication, Université d'Ottawa, 554 av. King Edward, C.P. 450, Succ. A, Ottawa, Ontario K1N 6N5.

BROCK UNIVERSITY — The Department of Communications, Popular Culture and Film at Brock University invites applications for a probationary (tenure-track) appointment in business communications at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. A thriving interdisciplinary unit with approximately 400 majors, the department offers together with its programs in Film Studies and Popular Culture an undergraduate specialization in four streams of Communications: media and culture, communications policy, business communications, and information technology (for more information see our website: http://www.brocku.ca/cpcf). A recently completed Ph.D. in a relevant social science discipline is required, together with teaching experience and expertise in the areas of organizational communication and communications research methods (both quantitative and qualitative). In addition to undergraduate teaching, the successful candidate will be expected to develop a program of independent research and scholarly activity in the person's specific area of expertise and to participate in the affairs of the department. Applicants should submit by Dec. 15, 1999, a letter of application accompanied by a curriculum vitae, summaries of teaching evaluations, and selected reprints and pre-prints of published work to: Professor Jeannette Sloniowski, Chair, Department of Communications, Popular Culture and Film, Brock University, St Catharines, ON L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Sloniowski by the deadline. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply.

BROCK UNIVERSITY — The Department of Communications, Popular Culture and Film at Brock University invites applications for a probationary (tenure-track) appointment in business communications at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. A thriving interdisciplinary unit with approximately 400 majors, the department offers together with its programs in Film Studies and Popular Culture an undergraduate specialization in four streams of Communications: media and culture, communications policy, business communications, and information technology (for more information see our website: http://www.brocku.ca/cpcf). A recently completed Ph.D. in a relevant social science discipline is required, together with teaching experience and expertise in the areas of organizational communication and communications research methods (both quantitative and qualitative). In addition to undergraduate teaching, the successful candidate will be expected to develop a program of independent research and scholarly activity in the person's specific area of expertise and to participate in the affairs of the department. Applicants should submit by Dec. 15, 1999, a letter of application accompanied by a curriculum vitae, summaries of teaching evaluations, and selected reprints and pre-prints of published work to: Professor Jeannette Sloniowski, Chair, Department of Communications, Popular Culture and Film, Brock University, St Catharines, ON L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Sloniowski by the deadline. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply.

COMMUNICATION DISORDERS

DALHOUSIE UNIVERSITY — Speech-language Pathology, Assistant Professor. Applications are invited for a full-time probationary tenure-track position in speech-language pathology at the assistant professor level. The position requires expertise in neurogenic communication disorders. Primary responsibilities include teaching graduate level courses, the development of a program of on-going research, and supervision of student research. The appointment is for 12 months per year with no summer teaching duties. Qualifications include completion of a doctorate degree. Previous teaching/research experience is an asset. Salary is competitive and will be commensurate with qualifications and experience. This appointment is subject to budgetary approval. Starting date is August 1, 2000 but may be negotiable. Review of applications will begin December 1, 1999 and continue until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Aboriginal peoples, persons with disability, racially visible persons and women. Send letters of application, curriculum vitae, copies of recent publications, and three references to: Joy Armson, Ph.D., Director, School of Human Communication Disorders, Dalhousie University, Halifax, Nova Scotia B3H 1R2; (902) 494-7057 (phone), (902) 494-5151 (fax); e-mail (jarmson@is.dal.ca).

COMMUNICATION STUDIES

WILFRID LAURIER UNIVERSITY — The Communication Studies program invites applications for a senior tenure-track faculty position, possibly at the Associate Professor level, subject to budgetary approval, beginning July 1, 2000. Duties will include undergraduate teaching and research. In addition, the successful candidate will be expected to assume a leadership role in the program which is growing rapidly. Applicants should have a completed PhD, relevant teaching experience and an established research program. Previous administrative experience will be an asset. Preference will be given to Communication Studies scholars with expertise in media law and policy or the history of communications. However, an outstanding candidate in any area will be considered. Applicants should submit a letter of application by December 31, 1999 with a curriculum vitae, copies of recent publications, and evidence of excellence in teaching, and arrange for three letters of reference to be sent to Dr. S.J. Stack, Administrative Director, Communication Studies Office, Wilfrid Laurier University, 75 University Avenue West, Waterloo, ON N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to four tenure-track positions available in the following areas: Multimedia Theory and Practice; Visual Media Studies; Theory and Philosophy of Communication; and Media Policy Studies. Please see our full-page display ad in this issue.

COMPUTER GRAPHICS & DESIGN

MCMASTER UNIVERSITY — The School of Art, Drama, and Music at McMaster University invites applications for a tenure-track appointment in Computer Graphics and Design at the rank of Assistant Professor, commencing July 1, 2000. Minimum salary at that time will be $43,123. The successful candidate will have a MFA or PhD in a related discipline such as Art History. Teaching duties will include undergraduate courses in computer graphics, computer animation and the history of design. Candidates must demonstrate a commitment to research in such areas as the aesthetics of digital culture, technology and the visual arts, hypermedia, virtual reality and theories of visual plans and have a proven record of teaching at the university level. The successful candidate will support and contribute to the new Combined Honours BA programme in Multimedia initiated at McMaster University in September 1998 and will be expected to contribute to teaching, research and administration in the School, the Faculty of Humanities and the University at large. Letters of application including a complete curriculum vitae and a computer graphics and animation portfolio should be addressed to: Dr. J. Desaulle, Director, School of Art, Drama, and Music, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9. Candidates should also arrange to have transcripts and three letters of reference sent directly to the above. Applications received by January 15, 2000 will be assured of consideration. The School of Art, Drama, and Music is a growing department of 16 persons and provides an environment that encourages interdisciplinary activities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities, and members of visible minorities.

COMPUTER SCIENCE

YORK UNIVERSITY — Department of Computer Science, Glendon College. Applications are invited for a tenure-track position at the rank of assistant, associate or full professor. This position is subject to budgetary approval by the University. Candidates should possess a PhD in Computer Science, or equivalent, with a concentration in one of the following areas: hardware and software systems (networking, architecture, software engineering, databases) and computational linguistics, but excellent candidates for other areas of computer science are encouraged to apply. Candidates will be expected to do most of their teaching in French as well as in English, and conduct research in both English and French. Duties will include teaching at the undergraduate level with some possibility of graduate teaching, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, a strong research program and the ability to contribute effectively to the York graduate program in computer science. Salary is in accordance with the collective agreement and experience. Applications, including a curriculum vitae and the names of three referees should be sent to: Dr. Eugene Rovanta, Chair, Department of Computer Science, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Date of appointment: July 1, 2000. Deadline for applications: January 31, 2000 (or until position is filled). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WATERLOO Department of Computer Science invites applications for several tenure-track faculty positions. The department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international stature. Because of its recognized capabilities, the Department is able to attract exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Over a dozen new faculty members have joined the Department in the past two years. With 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. For further information about the Department, please see: http://www.math.uwaterloo.ca/CS-Dept/. Candidates at all levels of experience are encouraged to apply. We are especially interested in candidates with experience in graphics, systems, software, and bioinformatics. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A Ph.D. in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Chair: Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2000 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITÉ YORK — Le Département d'informatique du Collège universitaire Glendon de l'Université York sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint·e, professeur(e) agrégé(e) ou professeur(e) titulaire. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidates et candidats doivent détenir un doctorat en informatique ou l'équivalent, avec spécialisation dans un des domaines suivants: systèmes de matériel et de logiciels (réseaux, architecture, ingénierie du logiciel, bases de données) et informatique linguistique. On encourage cependant toute candidature de haut niveau dans un autre domaine. La personne sélectionnée devra enseigner principalement en français, et éventuellement en anglais, et effectuer ses travaux de recherche aussi bien en français qu'en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement des 2e et 3e cycles, la recherche et les tâches administratives. On accordera la préférence aux personnes disposant d'une bonne expérience de l'enseignement, d'un solide programme de recherche et des compétences nécessaires pour contribuer activement au programme d'études supérieures en informatique de l'Université York. Le salaire sera fixé en fonction de la convention collective et de l'expérience acquise. Les candidates et candidats sont priés de faire parvenir une lettre de candidature, leur curriculum vitae et le nom de trois personnes en référence à Eugene Roventa, Directeur du département d'informatique, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto (Ontario) M4N 3M6. Date d'entrée en fonction: le 1er juillet 2000. Date limite de candidature: le 31 janvier 2000 ou plus tard si besoin. L'Université York soutient au principe d'équité en matière d'emploi, et notamment aux mesures d'action positive envers les femmes. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

McGILL UNIVERSITY — Computer Science. The School of Computer Science at McGill University wishes to invite applications for four tenure-track positions at the assistant professor level, to begin June 1st, 2000. Applications for more senior positions are also welcome. Areas of priority include, but are not limited to, software engineering, software verification, networks, architecture, real-time systems, machine learning, model-checking, reasoning with uncertainty, speech understanding and computational biology. Hard-copy applications including a curriculum vitae, a list of publications with copies of one or two sample reprints, a research proposal and the names and e-mail addresses of three references should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC H3A 2A7. The review process will start November 15, 1999 and the search will continue until the positions are filled. Information about our department can be found at www.cs.mcgill.ca. McGill University is committed to equity in employment and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

DRAMA

UNIVERSITY OF TORONTO — University College Drama Program/ Graduate Centre for Comparative Literature. The University College Drama Program and the Graduate Centre for Comparative Literature at the University of Toronto invite applications for a tenure track position in the field of World Theatre History and Literary Theory. The position will be at the rank of Assistant Professor (2/3 University College Drama Program, and 1/3 Comparative Literature) beginning July 1, 2000. Applicants should have an active research interest in European and World Theatre History and Comparative Literary Theory. Applications are expected to have a PhD, a strong record of teaching and an interest in administration. Teaching responsibilities will be at the graduate and undergraduate levels. This advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should ask 3 referees to send letters of recommendation under separate cover by November 30, 1999 to the address below. Applicants should also send a current curriculum vitae to: Professor Allan Grees, Vice-Principal, University College, 15 King's College Circle, Toronto, Ontario, Canada M5S 3H7.

UNIVERSITY OF WATERLOO — Assistant Professor: The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 2000. This position is dedicated to studies in drama and theatre practice. The programme, based on liberal arts faculty, provides an equal balance between courses in Theatre History, Dramatic Literature, Theatre Criticism and Stagecraft, Acting, Directing, Designing, Playwriting, etc. The department presents 4 – 6 mainstage productions annually, in addition to a dozen student-driven projects. The successful candidate will have range enough to work in several of these areas and be able to demonstrate a record of strong interpersonal skills. A PhD is preferred, but an MA/MFA with an extensive and documented professional theatre profile will also be considered. Teaching experience is a considerable asset. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: December 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

The UNIVERSITY *of* WESTERN ONTARIO

Library & Information Science Assistant Professor

The Faculty of Information and Media Studies invites applications for two full-time probationary (tenure track) positions in Library and Information Science. Candidates must have a PhD in or nearing completion in library and information science or a related area, and show evidence of strong research potential and excellence in teaching. Professional experience as a librarian or information manager in a traditional or non-traditional setting is highly desirable. The appointments will start on July 1, 2000.

For the first position, the successful candidate will demonstrate strong skills in one or more of the following areas related to the MLIS program: information services and sources, collections management, information management, management, and research methods. Related to the doctoral program in LIS, the candidate will have demonstrated research interests in the area of information needs and uses and information seeking behaviour.

For the second position, the successful candidate will demonstrate strong skills in one or more of the following areas related to the MLIS program: information systems, information retrieval, database design, computer networks, and virtual libraries. Related to the doctoral program in LIS, the candidate will have demonstrated research interests in the design, modeling, analysis and evaluation of systems for information retrieval, database management, hypertext and knowledge management.

Interested candidates should send their curriculum vitae, names of three references and copies of their scholarly writing to:

Dr. Manjunath Pendakur, Dean
The University of Western Ontario
Middlesex College Building
London, ON N6A 5B7 Canada
Ph: 519-661-3542
Fax: 519-661-3506
www.fims.uwo.ca

Deadline: **February 1, 2000**

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents.

COLLEGE OF ARTS, SOCIAL & HEALTH SCIENCES

ECONOMICS PROGRAM

UNBC

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

Applications are invited for two faculty positions at the Assistant Professor level in the Economics Program at the University of Northern British Columbia. Since UNBC opened in 1994, its faculty have developed a reputation for effective and innovative teaching and building successful research programs and institutes. Individuals interested in pursuing a career in a dynamic and creative environment are encouraged to apply for these positions. One position is in health economics and social policy. For the other position an ability to teach macroeconomics and statistics is preferred although strong candidates in all fields are encouraged to apply. Applications are invited from individuals committed to research and to teaching at the graduate and undergraduate levels. A PhD is the expected qualification.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: *Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.* Inquiries about these positions should be directed to Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, UNBC. Phone: (250) 960-5823. E-mail: fisher@unbc.ca. Preference will be given to applications received before January 1, 2000. Starting date for these positions is before August 1, 2000.

For more information, visit our website: **www.unbc.ca**

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

QUEEN'S UNIVERSITY

Faculty of Education Outdoor & Experiential Education

The Faculty of Education, Queen's University (www.educ.queensu.ca), invites qualified applications for a tenure-track position in Outdoor and Experiential Education (OEE). Salary and rank will be commensurate with qualifications. The position, subject to final budgetary approval, will begin July 1, 2000.

Over the past two decades, the OEE program at Queen's has achieved international recognition, and attracts a wide variety of highly talented students. Applicants should have academic qualifications in Outdoor and Experiential Education and a corresponding record of research. Successful teaching in elementary, secondary, post-secondary or other educational settings and knowledge of the Canadian school system are required, as is an ability to provide curriculum leadership. Expertise in a second area including, but not limited to, environmental education, curriculum studies, physical and health education, cultural/ critical studies, or educational psychology is desirable.

Requirements for the position include a completed doctoral degree or equivalent, a well-defined research program, relevant work and/or teaching experience, leadership experience, and a record of scholarly and/or professional publications.

Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising MEd and PhD students and pre-service teachers, coordinating the Outdoor and Experiential program, developing and maintaining relationships within the profession, and maintaining an active program of research and publication.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and is committed to diversity in the workplace. Queen's University welcomes applications from all qualified women and men, including Aboriginal people, people with disabilities, visible minorities, gay men and lesbians.

Applicants must include a letter of application, a curriculum vitae, one sample of recent scholarly or professional work, sample course or teaching evaluations, and the names and addresses (including fax and email addresses) of at least three persons to act as referees. These materials must be received by the Office of the Dean on or before *15 December 1999*. Applications and letters of reference should be sent to: *Rena Upitis, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6*; Phone: 613-533-6210; Fax: 613-533-6307.

ECONOMICS

DALHOUSIE UNIVERSITY — Applications are invited for a probationary, tenure-track position at the Assistant Professor level in the Department of Economics, Dalhousie University, commencing July 1, 2000. The position will require teaching and supervision at the undergraduate and graduate levels. Outstanding candidates in any field may be considered but applications are particularly encouraged from persons specializing in labour, public finance, microeconomic theory/ mathematical economics, econometrics, environment, natural resources or development. Candidates should have a completed or almost completed, Ph.D and have a strong commitment to teaching and research. Candidates should write to the Chair, Selection Committee, Department of Economics, Dalhousie University, Halifax, N.S., B3H 3J5, enclosing a full curriculum vitae, sample research papers, teaching evaluations, if any, and the names and mailing/e-mail addresses of three referees. The closing date for applications is December 31, 1999. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with a disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA — **The Department of Economics** at the University of Manitoba invites applications for a full-time tenure track appointment at the rank of Assistant Professor in economic theory. The appointment will begin on July 1, 2000, or soon thereafter subject to budgetary approval. The successful candidate must have a PhD by the time of appointment to the rank of Assistant Professor. Duties will include undergraduate and graduate teaching and examination on the core components of the departmental program, graduate supervision, research, and service-related activities. The salary range is $42,524 – $50,000, salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canada immigration requirements priority consideration will be given to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics. Application, curriculum vitae, and three letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V4 (simpson@ms.umanitoba.ca). Deadline for receipt of applications is January 14, 2000.

QUEEN'S UNIVERSITY — **The Department of Economics** at Queen's University expects to have entry-level tenure track faculty positions beginning in 2000. Candidates should have a Ph.D. completed or near completion and have excellent qualifications for research and teaching. All fields of specialization will be considered. Salary commensurate with qualifications and experience. In addition, the Department of Economics in partnership with the School of Environmental Studies at Queen's invites applications for an entry-level tenure track appointment in environmental economics, beginning in 2000. Applications should have a PhD completed or near completion in economics, excellent qualifications for research and teaching, and interdisciplinary research interests in environmental economics. The successful candidate will be expected to develop a creative research program, both individually and in conjunction with the School of Environmental Studies, and to contribute to undergraduate and graduate teaching. Experience, enthusiasm, and skills in the area of public policy on environmental issues are highly desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, and gay men and lesbians. Applications for the above positions must be received by December 1, 1999. To apply for these positions, applicants should visit our Web Site at http://qed.econ.queensu.ca/recruit. Candidates should click on APPLICATION FORM at the bottom of the page to access our electronic application form. Applicants who do not have access to the Internet should send a letter of application, curriculum vitae, three letters of reference, and copies of research papers to Professor Lorne Carmichael, Recruiting Chair, Department of Economics, Queen's University, Kingston, Ontario K7L 3N6.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Economics. Assistant Professor: probationary (tenure-track) beginning 1 July 2000, subject to budgetary approval. A Ph.D. in Economics is required. The successful candidate will be required to teach introductory, intermediate and advanced economic courses and to develop a continuing research program. Specialization in Industrial Organization (with an interest in teaching business Economics) and Economic History would be an asset. Other areas of specialization will be considered as well. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Dr. B. J. Ebel, Chair, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2518, Fax: (403) 382-7106, or e-mail ebel@uleth.ca. The closing date for applications is January 15, 2000.

UNIVERSITY OF WATERLOO — The Department of Economics at the University of Waterloo seeks to fill a tenure track position at the level of Assistant Professor. Consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. While all areas of economics will be considered, the department is especially interested in appointing someone in open economy macroeconomics. The successful candidate will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. This position is effective September 1, 2000. Salary will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae to Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 15, 2000

UNIVERSITY OF WATERLOO — The Department of Economics at the University of Waterloo seeks to fill a tenure track position at the level of Assistant/Associate Professor. Applicants must have a PhD and have demonstrated excellent teaching skills. The successful candidate will teach marketing and applied consumer economics at both the graduate and undergraduate level, and be expected to have an independent research program. Excellence in research and teaching are primary criteria for the position. This position is effective September 1, 2000. Salary will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae to Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 15, 2000

MCMASTER UNIVERSITY — Department of Economics Applications are invited for a tenure-track position at the level of assistant professor in the Department of Economics at McMaster University. The successful candidate will be undertaking research in the field of microeconomics. The Department's preference is for a candidate who has interests in applying microeconomic analysis to topics in areas such as human resources, industrial organization, and international economics. The position will commence 1 July 2000. The successful candidate will be joining, and will be expected to operate effectively in, a research-oriented department with unique strengths in demographic, health and labour economics as well as applied econometrics and experimental economics. The Department has an active graduate programme leading to the degrees of M.A. and Ph.D. in economics. The appointee will hold, or be in the advanced stages of working towards, a Ph.D. in economics. Responsibilities will include undergraduate and graduate teaching, and the supervision of graduate students. The successful candidate will also be expected to carry out an independent research programme yielding significant peer-reviewed publications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Canadian permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. Interested candidates should send a letter of application and a curriculum vitae and request that three academic referees send supporting letters to Stuart Mestelman, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4, telephone: (905) 525-9140 x 24591, facsimile: (905) 521-8232, electronic mail: econdi@mcmaster.ca. The closing date for applications is 15 December 1999.

UNIVERSITY OF ALBERTA — The Department of Economics invites applications for three full-time positions starting July 1, 2000. Appointments will be made at the Assistant or Associate Professor levels. Entry-level applicants are expected to have a PhD (or be close to completion) and to display promise of excellence in teaching and research. Candidates at the upper levels must have well-established teaching and research records. Applications from outstanding individuals in all fields are encouraged. We are especially interested in candidates with teaching and research interests in macroeconomics and international trade. Salary is commensurate with qualifications and competitive with other Canadian institutions. These positions have been cleared for advertising at the tier-two level. Applications are invited from qualified individuals regardless of their immigration status. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Dr. Bradford Reid, Acting Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 1, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF TORONTO — Tenure-stream positions in Econometrics at the rank of Assistant or Associate Professor on the St. George campus, subject to budgetary approval. Ph.D.: Degree or equivalent, with solid training in applied econometrics is required as of July 1, 2000 or soon thereafter. Duties include undergraduate and graduate teaching and research. Appointments effective July 1, 2000; salary commensurate with qualifications. Applicants should send a curriculum vitae, one current research paper, and should arrange for submission of 3 letters of recommendation. Application deadline is December 15, 1999. Please contact: Professor M. Fuss, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario Canada M5S 3G7. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2000. Qualifications include a PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. A smoke-free working environment is provided. Applications will be considered until the position is filled. The position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to three tenure-track positions available in the following areas: Econometrics; Labour; Development; Macroeconomics; International, and Financial Economics. Please see our full-page display ad in this issue.

EDUCATION

SIMON FRASER UNIVERSITY — **The Faculty of Education**, Simon Fraser University, is seeking applications for four tenure track positions. Rank

Associate Vice-President (Student Affairs) University of Guelph

UNIVERSITY of GUELPH

Applications and nominations are invited for the position of Associate Vice-President (Student Affairs) at the University of Guelph.

The University of Guelph is one of Canada's pre-eminent comprehensive universities and one of its most residentially intensive. The current student population at Guelph comprises more than 12,000 undergraduates and 1,600 graduate students, 4,100 of whom live in residence. Guelph has earned the reputation of being one of the highest quality comprehensive universities in Canada. For further details on the University, visit their website at: www.uoguelph.ca.

The Associate Vice-President (Student Affairs) is responsible for advancing the quality of student life at the University of Guelph. This includes addressing the needs of individual students through specific student services programs and working in partnership with faculty, staff and students to ensure that the total university environment is conducive to the intellectual and personal growth of students. As the senior administrative officer for the Student Affairs Division, this individual is responsible for overall strategic direction and management of the departments of Athletics, Counseling and Student Resource Centre (Counseling, Special Needs, Career Services, Leadership), Student Health Services, Student Housing Services, the Office of First Year Studies and the Child Care and Learning Centre.

The successful candidate will possess a strong record of administrative leadership in a university setting, and ability to communicate effectively and consult widely with all members of the university community and with appropriate groups externally. He or she should have an understanding of contemporary university issues, including issues critical to student well-being and student success. The Search Committee will begin consideration of applications or nominations for this position on November 25, 1999.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. The University therefore encourages applications form qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Please respond in confidence to the address below:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

JWA

Dean of the College of Social and Applied Human Sciences University of Guelph

UNIVERSITY of GUELPH

Applications and written nominations are invited for the position of Dean of the College of Social and Applied Human Sciences (CSAHS) at the University of Guelph. CSAHS is a newly constituted academic body unique in Canada. It replaces the former Colleges of Social Science and Family and Consumer Studies, and includes the Departments of Consumer Studies, Economics, Family Relations and Applied Nutrition, Geography, Political Science, Psychology, and Sociology and Anthropology, as well as the School of Hotel and Food Administration. The College has approximately 140 faculty, 45 staff, and nearly 270 M.A., M.Sc. and Ph.D. students. CSAHS participates in the B.A., B.Sc., B.Comm., B.Sc. (Env. Sci), and B.A.Sc. programs and its annual undergraduate course enrolments number approximately 32,500.

The College seeks a strong, articulate leader with a commitment to realizing the vision of the new College, as well as profound respect for the diversity of scholarship (theoretical, applied, professional, disciplinary and interdisciplinary). A record of high achievement in education, research, and administration is sought, as well as the ability to exercise leadership and management skills within a complex academic environment. The successful candidate will be a proven academic with a record of effecting change, and an outward-looking individual who is determined to promote the College and to mobilize faculty and students to bring its wide-ranging expertise to bear on social issues and public policy for the benefit of society.

The appointment will be for a five-year term renewable for a further five years and will include a tenured faculty appointment in an appropriate department within the College. It will begin January 1, 2001.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Please respond in confidence to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

JWA

Algoma University College
Director of External Relations

Do you want to participate in building something new?

Algoma University College, a liberal arts and science affiliate college of Laurentian University, is seeking applications for the position of ***Director of External Relations***. Reporting to the President, the ***Director of External Relations*** is responsible for: Recruitment, Communications, Fund-Raising.

This is a two - three year term appointment with possibility of renewal. Salary will commensurate with experience and qualifications. Qualified candidates should send a complete resume, names of three references and a cover letter to:
Office of the President, Algoma University College
1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4

ALGOMA

Applications will be accepted until **November 30, 1999** or until the position is filled. A job description is available by contacting:
Sue Harnden, Administrative Assistant to the President and Dean
(705) 949-2301, ext. 232 or
from our web site at www.auc.on.ca.

and salary will be commensurate with experience, but appointments will normally be at the rank of Assistant Professor and will begin September 1, 2000. Applications will be received until November 26, 1999 and short-listing will begin immediately thereafter. Candidates must possess a doctoral degree and strong posential for scholarly work. Experience in, or detailed knowledge of public school settings is preferred for all positions. The four positions are: 1. Reading and Learning Disabilities. Candidates should have expertise in theories of reading acquisition, contemporary instructional practices in reading, current theories and research in learning disabilities, and competence relating to diagnosis and remediation of students with LD with an emphasis on classroom teaching. 2. Language Arts and Literature. Candidates should have expertise in theory, research, and issues relevant to teaching language arts and literature at the middle/secondary school level. 3. Education and Technology. Candidates should demonstrate a broad scholarly understanding of sociocultural, educational, psychological, and philosophical issues concerning uses of technology in schools. Experience working with teachers on integrating technology into the curriculum, especially at the elementary school level, is derirable, as is expertise in the design and delivery of on-line and web-based education (especially at the postsecondary level) and knowledge of computer supported collaborative learning. 4. Educational Leadership. Candidates should be able to play a significant role in educational leadership programs at the Masters and Doctoral levels; have experience in public school administration and policy development; and have expertise in at least some of the following areas: law and education, educational economics and finance, political and social analysis of educational systems, and policy analysis. Interested candidates should consult http://www.educ.sfu.ca/home/faculty_positions.htm for more detailed information on the positions. Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; a current curriculum vitae; the names/addresses of three referees; and one scholarly paper to Dr. Janny Thompson, Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, B.C.,V5A 1S6. Telephone: 604-291-3643. Please do not ask referees to send letters of reference. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary approval.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has two tenure-track positions available — one in the area of Early Childhood and Elementary Education and the other in the field of Information Studies. Please see our full-page display ad in this issue.

ENGINEERING

QUEEN'S UNIVERSITY — The Department of Mathematics and Statistics expects, pending budgetary approval, to make a renewable (tenure-track) appointment in Mathematics and Engineering at the Assistant Professor level to begin July 2000. We seek candidates specializing in the areas of computational fluid dynamics, partial differential equations, dynamical systems, scientific computation, or statistical data analysis. Candidates must have an earned Ph.D. in Applied Mathematics, Statistics, or a closely related field. Membership or eligibility for membership in a Canadian professional engineering association is required. Candidates are expected to have a strong research record, develop an independent research programme, be willing and competent to teach a broad range of applied mathematics/ statistics courses, and supervise graduate students. Interested candidates should arrange that a curriculum vitae, a description of teaching and research interests, at least three letters of recommendation, and copies of their three most significant publications are sent to the address below. At least one letter should comment on the candidate's teaching. Applications will be accepted until December 17, 1999, or until the position is filled. Professor James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6, Canada; fax: (613) 533-2964, e-mail: position@mast.queensu.ca; http://www.mast.queensu.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Civil Engineering. Applications or nominations are invited for a tenure-track faculty position at the Assistant or Associate Professor level commencing May 1, 2000 or as soon as possible, in the area of Environmental Engineering. The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to liase with industry, and to develop a research capability in the area. Applicants must have an earned Ph.D. in the field of environmental engineering with preference given to applicants with a degree in Civil Engineering. Laboratory experience and experience in municipal engineering, water and waste water treatment, environmental modelling, and capability of teaching hydrology, fluid mechanics and relevant core courses at the undergraduate level will be an asset. Eligibility for registration as a Professional Engineering in Newfoundland a mandatory. The Civil Engineering discipline has well-established co-operative undergraduate and active graduate and research programs in environmental, hydrotechnical, construction, geotechnical, ocean, and structural engineering. The Faculty of Engineering and Applied Science also offers a successful M.A.Sc program in environmental engineering and applied science. Memorial University is the largest university in Atlantic Canada and one of the country's finest institutions for post-secondary teaching and research. Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 full- and part-time students, Memorial provides a distinctive environment for learning in six faculties and eight schools. Applicants should send a detailed curriculum vitae, the names of three referees, a one-page statement concerning teaching and research interests, and reprints of three relevant technical publications to: Dr. R. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax # (709) 737-8975, Reference. CIV-99-01. The Search committee will begin to review applications starting November 30, 1999, and will continue to do so until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to the principles of employment equity and welcomes applications from all qualified candidates.

UNIVERSITY OF ALBERTA — The Department of Chemical and Materials Engineering, University of Alberta invites applications for tenure track faculty positions at the Assistant Professor level. The salary range for these positions is $48,000 to $58,000 per year. Candidates must either hold a PhD in Chemical Engineering or related field or expect to receive one before July 1, 2000. We are interested in all high-quality candidates in any area of chemical engineering, but one of the positions is intended to complement our current strengths in process systems engineering. Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses. Consult our web site at ewww.ualberta.ca/CHEMENG> for information about our Department. A resume, the names of three references, and a statement of current research interests and plans for future research should be sent to: Dr. S.E Wanke, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Applications are requested prior to February 18, 2000. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

UNIVERSITY OF WATERLOO — Electrical and Computer Engineering The University of Waterloo invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a Ph.D. in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teathing. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of tnformation Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WESTERN ONTARIO — Electrical/Computer/Software Engineering: As part of a major initiative in the Faculty of Engineering Science at The University of Western Ontario, applications are invited for several tenure-track positions at the Assistant or Associate Professor level in the Department of Electrical and Computer Engineering. The primary needs of the Department are in the following areas: (1) Telecommunications with specialization in wireless communication theory, mobile and satellite communications, communication networks; (2) Software Engineering — topics of interest include, but are not limited to, software architecture and design, testing, reliability, maintenance, human-computer interaction, and embedded systems; (3) Microelectronics and VLSI design; (4) Computer Engineering with specialization in computer architecture, distributed computer systems, computer networks and protocols; (5) Power electronics. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrostatics, Power Systems, Robotics, and Visualization. In addition, a new program in Software Engineering is being offered by the Department and a research group in this area is being developed. The Department has been involved recently in the establishment of the Advanced Communication Engineering Research Centre in collaboration with Bell Canada and Nortel Networks. Candidates for the above mentioned faculty openings should have a Ph.D. in Software Engineering, Computer Engineering, Electrical Engineering, Computer Science, or a related discipline. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department, Faculty and University. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for these appointments. A starting date of July 1, 2000 is envisaged but this is negotiable. Processing of applications will close on the last day of each month until August 31, 2000. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. For the purposes of recruitment to the above positions, Human Resources Development Canada permits a concurrent review of international and Canadian applications

THE UNIVERSITY OF WESTERN ONTARIO — Department of Chemical and Biochemical Engineering, Tenure Track Position in Reaction and Polymer Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor in the Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario, effective July 1, 2000. The Department has established an international reputation in the areas of Reactor and Fluidization Engineering, Biochemical and Environmental Engineering and Macromolecular Engineering. The candidate must have a Ph.D. in Chemical Engineering or equivalent with a strong background in reaction and polymer engineering. Applicants should have a proven excellent research record, ability to teach, and willingness to develop close links with industry. Apoficants with industrial research experience are welcome. Duties of the successful apolicant include teaching of undergraduate and graduate courses in chemical engineering, development of a strong research activity in reaction engineering and polymerization, supervision of graduate students, and performance of some administrative duties in the Department. The closing date for applications is January 15, 2000. Applications consisting of a detailed curriculum vitae, the name and address of three referees, and a statement of research objectives should be addressed to: Dr. S. Rohani, P. Eng., F.C.I.C., Chair, Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9; Telephone. (519) 661-4116; Fax: (519) 661-3498, email: rohani@engvwo.ca. The position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages apolications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Saint Mary's University

EDUCATION

Director of IT Systems & Support

Halitax. Founded in 1802, Saint Mary's University has earned a reputation as a leader in academic and business communities. With over 7,500 students, and 800 faculty and staff, Saint Mary's is steeped in tradition, yet firmly focussed on the future. With recent major technology acquisitions and the opening of the state of the art Sobey Building in 1998, information technology is becoming an increasingly fundamental aspect of achieving the mission of the University.

We are seeking a Director of Information Technology Systems & Support (ITSS) who will ensure that the university's information technology is well designed, appropriately developed, properly maintained, effectively operated and responsive to customer needs.

Reporting to the Vice President of Administration, as the successful candidate you will lead ITSS with vision, commitment and a focus on customer service. You will provide strategic and operational leadership, ensure the delivery of quality service and develop an effective management team. As an advocate of technology in a university setting, you will lead this department in establishing standards of excellence in support of learning outcomes, research, and administrative services

As the ideal candidate, you have a technical background coupled with outstanding leadership skills. You are a talented team builder and relationship manager with sound interpersonal skills. In addition, you have managed complex situations and have a track record of strong decision making in a multifaceted, changing environment. You are customer service oriented with proven organizational and project management skills. Continuous evaluation and improvement to service makes you a leader in your field

If you want to become a major player in the evolution of information technology at Saint Mary's, we want to hear from you. Please forward your resume to Robertson-Surrette Limited, PO Box 2166, Halifax, Nova Scotia, B3J 3C4, or call (902) 421-1330. fax (902) 425-1108 or by email at ITSS@robsur.com. We encourage you to visit our website at www.robsur.com. Reference File: 2550

ROBERTSON SURRETTE
EXECUTIVE SEARCH

ANIMAL DEVELOPMENTAL BIDLOGIST

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a contemporary university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The **Department of Biological Sciences** Invites applications for a tenure-track faculty position at the Assistant or Associate Professor level. The position is available July 1, 2000 and is open to applicants with a strong background in animal developmental biology (Ph.D. degree, at least three years of postdoctoral experience and a record of productive high-quality research). The successful candidate should establish an active, externally funded research program in contemporary developmental biology and be committed to excellence in teaching at the undergraduate and graduate levels. The major teaching responsibilities will fall in the area of developmental biology. Potential applicants are invited to visit the web site of the Department at **www.ucalgary.ca/UofC/faculties/SC/BI/**. Calgary is a dynamic city (pop. 800,000) with a lively cultural life and many recreational opportunities. It is located only an hour from the Rocky Mountains and 80 minutes from Banff.

A complete application should include the following: a curriculum vitae with an e-mail address, a concise outline of research plans including copies of maximally three publications, and a statement of teaching interest and philosophy. Candidates should also arrange to have three letters of reference sent under separate cover. Closing date for receipt of the complete application package and reference letters is January 26, 2000. Send to:
Dr. David M. Reid, Head, Department of Biological Sciences, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. Fax: (403) 289-9311.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

HEAD, DEPARTMENT OF PEDIATRICS
THE UNIVERSITY OF BRITISH COLUMBIA AND
CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

The Faculty of Medicine, University of British Columbia and the Children's and Women's Health Centre of British Columbia, a provincial resource, which includes B.C.'s Children's Hospital, B.C.'s Women's Hospital and Health Centre and Sunny Hill Health Centre for Children, invite applications and nominations for the position of Head of the Department of Pediatrics.

As a recognized clinical and academic leader in Pediatries, you will have the opportunity to share your vision and utilize your leadership skills in the development of teaching, research and service programs of a Department with 32 fulf time and 126 part time/clinical faculty members. In addition, you will participate as a member of Children's & Women's Senior Management Team in establishing and implementing the Centre's strategic direction.

In this challenging role, you will be accountable for the leadership and administration of the Department and for overseeing the quality of pediatric medical care. Your ability to be innovative and foster collaboration will be key in promoting academic excellence and partnerships in undergraduate, graduate and post graduate medical education programs and support for research.

The successful candidate will bring to this vital position, a proven track record of success in senior clinical, academic and administrative leadership roles. Credentials will include a specialty in Pediatries, fellowship with the Royal College of Physicians and Surgeons of Canada and eligibility for registration with the College of Physicians and Surgeons of B. C.

We offer an attractive compensation package for this full-time faculty position and an opportunity to make an immediate and long-term impact on child health in B.C. and beyond in a diverse and dynamic environment. Anticipated start date is July 1, 2000.

Applications, accompanied by a detailed curriculum vitae and names of three references, should be directed by November 30, 1999 to: **Dr. J. A. Cairns, Dean, Faculty of Medicine, University of British Columbia, Room 317, Instructional Resources Centre, 2194 Health Sciences Mall, Vancouver, BC V6T 1Z3.**

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UBC

CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

McMASTER UNIVERSITY — The Department of Civil Engineering at McMaster University invites applications for a position at the Assistant/Associate Professor level (tenure track) in the area of behaviour of masonry structures, commencing July 1, 2000. Creation of an endowed chair in masonry design through a donation by the Ontario Masonry Contractors Association now enables McMaster to expand on its existing commitment to teaching, research and interaction with industry in the field of masonry. Applicants are required to have an undergraduate degree in civil engineering, be eligible for registration as a professional engineer, and have a Ph.D. degree. They should have a demonstrated research expertise in the behaviour and design of masonry structures and/or masonry materials and have a solid background in two or more of the following areas: structural analysis and design, mechanics of solids, building science, numerical techniques, properties of materials, rehabilitation of structures. Experience in experimental research would be an asset. The successful candidate will be expected to have a strong and demonstrated commitment to teaching at both the undergraduate and graduate levels, develop a vigorous, independent research program (including the supervision of graduate students) and participate in other educational and professional activities. Salary is commensurate with experience and qualifications. Applicants are instructed to send a curriculum vitae, a statement detailing research and teaching interests, and the names of three referees to Dr. Dieter Stolle, P.Eng., Chair, Department of Civil Engineering, McMaster University, Hamilton, Ontario L8S 4L7, Telephone: (905) 525-9140 ext. 24746; fax: (905) 529-9688 or email: stolle@mcmaster.ca The committee will begin reviewing applications after February 28, with applications closing April 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal people, persons with disabilities, members of visible minorities and women.

McMASTER UNIVERSITY — The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a position at the Assistant or Associate Professor level that has become available due to expansion in the polymer processing area. This position will be available from January 1, 2000 and will be either a tenured or tenure-track appointment depending on the experience of the candidate. Applicants should have a Ph.D. in Chemical Engineering or closely related discipline, and have research interests in polymer processing, including injection molding, extrusion, process measurement and control, die and mold design, polymer structure due to processing and other related topics. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. Ability to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage. Industrial experience or post doctoral research experience would be an asset. The position offers the opportunity to interact with the existing polymer processing group, Computer Aided Polymer Processing and Design (CAPPA-D, see http://chemeng.mcmaster.ca) and to participate in the proposed McMaster Manufacturing Research Institute. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with addresses). Please send the application materials to Dr. John L. Brash, Chair, Department of Chemical Engineering, McMaster University, Hamilton, ON, L8S 4L7, Canada. Applications will be accepted until the position has been filled. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

ENGLISH

BRESCIA COLLEGE — The Department of English at Brescia College invites applications for a full-time appointment at the rank of Assistant Professor beginning July 1, 2000. The successful candidate must be qualified to teach honours level courses in Restoration and Eighteenth-Century literature and/or Renaissance literature. Secondary interests in Canadian literature and literary theory would be an asset. Applicants must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research as evidenced by publication. Affiliated with The University of Western Ontario, Brescia is a small undergraduate community that has the distinction of being Canada's only university-level college for women. Our program is closely linked to the constituent university's English program, and Brescia College faculty have access to UWO resources. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brescia College is committed to employment equity and invites applications from all qualified applicants. Applicants should submit a detailed letter of application, a curriculum vitae, a transcript of academic record, a short sample of their scholarly writing, and ask three referees to send letters to Dr. Patricia Skidmore, Academic Dean, Brescia College, 1285 Western Rd., London, Ontario, N6G 1H2. The deadline for receipt of applications is January 10, 2000.

UNIVERSITY OF OTTAWA — Renaissance Literature. The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position in Renaissance Literature, with concentration in the period 1560-1640, at the Assistant Professor level, starting July 1st 2000. Qualifications will include a completed Ph.D. and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample and have three letters of reference forwarded before November 30th, 1999 to: Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to three tenure-track positions available in the areas of English Renaissance Literature, American Literature and Creative Writing. Please see our full-page display ad in this issue.

ENGLISH & DRAMA

UNIVERSITY OF GUELPH — The School of Literatures and Performance Studies in English at the University of Guelph invites applications for two tenure-track positions at the Assistant Professor level, to take effect August 1, 2000. The school seeks candidates with expertise in any area of literary and performance studies in English, but has particular curricular needs (post-colonial theory and literatures; queer theory and literatures; film studies/popular culture; children's literatures; nineteenth-century and modernist studies) across a range of postcolonial, settler, and national contexts. The school has strong B.A. and M.A. programs in both English and Drama and is currently proposing a Ph.D. jointly with Wilfrid Laurier University. Flexibility of teaching interests is essential; our curricula are designed to cross fixed disciplinary boundaries by combining broad reading, methodological self-consciousness, and material practice. We have particular commitment to the Canadian, postcolonial, and early modern areas, and to the study of gender, race, and sexuality, as well as significant links with Cultural Studies, Scottish Studies and Women's Studies units in the university. We are also strongly committed to the interface of research, teaching, and service. Applicants should send a curriculum vitae, writing sample of 20 - 25 pages, graduate transcripts, and arrange for the forwarding of three letters of reference to: Drs. Christine Bold and Harry Lane, Co-directors, School of Literatures and Performance Studies in English, University of Guelph, Guelph, ON N1G 2W1 (Fax 519-766-0844) Deadline for applications: 24 December 1999. Subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ENGLISH, LINGUISTICS, FIRST NATIONS

UNIVERSITY OF BRITISH COLUMBIA — English, Linguistics and First Nations Studies. Applications are invited for a tenure-track position as Assistant Professor in First Nations literatures, preferably with interest and expertise in First Nations languages and oral traditions. The position will be established as a cross-appointment with either Linguistics or the new Interdisciplinary First Nations Studies Program, and applicants should be interested in contributing to the Interdisciplinary Program in Canadian Studies or the First Nations Languages Program. The successful applicant will have demonstrated expertise in teaching at the under-graduate level and strong evidence of research and publication. A completed PhD is preferred. The position is available effersive July 1, 2000, subject to budget approval. Applicants should send their curriculum vitae, a sample published article, a statement on their pedagogy and, where relevant, evidence of performance and language abilities, and arrange for three letters of reference to be forwarded either to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397 - 1873 East Mall, Vancouver, BC V6T 1Z1 or Dr. Douglas Pulleyblank, Head, Department of Linguistics, University of British Columbia, E270 - 1866 Main Mall, Vancouver, B.C. V6T 1Z1. Deadline for receipt of complete applications is December 1, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply

ENVIRONMENT & RESOURCE STUDIES

UNIVERSITY OF WATERLOO — Applications are being invited for a tenure-track faculty position at the Assistant or Associate Professor rank. Applicants must be able to teach a range of undergraduate courses, as well as participate in teaching in the Masters program. Applicants should have a PhD or equivalent, an active research program relevant to a transdisciplinary approach to environmental studies, and demonstrated teaching ability. Experience outside an academic setting is also desirable, whether in government service, non-governmental organizations, voluntary and activist organizations, community development, or the private sector. Further information about the program may be found at: http://www.fes.uwaterloo.ca/ERS/. Ecosystem approaches to human health and ecological integrity suggest that the future well-being of people and the planet they inhabit are inextricably linked. We are looking for a colleague who can work with other members of our department to develop innovative graduate and undergraduate curriculum and an integrated research program in the area of environment and health. Possible areas of focus include: links between ecological well-being and human health; assessment of human and ecological health challenges and response options; alternative local, national and global strategies; social and cultural determinants of community health/ecosystem integrity; development of healthy communities, implications for assessment of new products, projects, technologies and policies; Canadian and International experience in health promotion, environment and health, environment/health implication of development projects; health impact assessment. Applicants whose primary area of research concern has been in the area of ecological integrity and who have an established interest in human health concerns are also encouraged to apply. Additional areas of interest relevant to the environment and health theme include: collaborative strategies for adaptive environmental management; integration of existing and rehabilitated ecosystems with human activities; biodiversity and species preservation/rehabilitation options; implications of recent theoretical and empirical advances in ecosystem approaches for design and assessment of development proposals, plans and policies; gender and environment; local, national and international applications. Salary range commensurate with qualifications and experience. The appointment will be effective August 1, 2000, or as soon as possible thereafter. Applicants must include a letter of application stating career objectives, approach to learning and teaching, and research goals. Applicants must include with the letter of application a current curriculum vitae. Candidates should arrange to have their application and three letters of reference sent by December 7, 1999. The application and the letters of reference should be sent to: Chair, Department of Environment and Resource Studies, University of Waterloo, Waterloo, ON N2L 3G1, Canada. The Department of Environment and Resource Studies is part of the Faculty of Environmental Studies that also includes a School of Architecture, a Department of Geography, and a School of Planning. For the past twenty-five years, Environment and Resource Studies (E.R.S.) has promoted and advanced the wise and sustainable use of our natural resources, and the preservation of the well being of our environment. E.R.S. strives to understand the relationship between people and their environment and through this discover pragmatic solutions to environmental problems which are socially, environmentally and economically feasible. This is accomplished through academic activities that involve faculty, students and staff directly with actual community issues. This allows our students to gain genuine real world experience, which contributes to their success in the competitive job market. Learning through direct involvement in solving real world environmental problems is the hallmark of E.R.S. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ENVIRONMENTAL BIOLOGY

UNIVERSITY OF GUELPH — The Department of Environmental Biology at the University of Guelph invites applications for a tenure track position in Environmental Management/Water Quality at the Assistant Professor level. The successful applicant will have a Ph.D. in Environmental Management/Water Quality or appropriate area of biological science. Applicants must have training and experience in research and teaching in aquatic biology, risk assessment and environmental management. A good publication record and postdoctoral experience and evidence of securing competitive funding are desirable. The incumbent will be expected to develop and teach a course in Environmental Impact Assessment and Remediation of Surface Waters to be offered at the graduate level for students in the Professional Masters in Environmental Management Program and to teach modules related to freshwater biology (eg. Biology of Running Waters) and pollution of surface waters in related courses in the Departments of Environmental Biology and Land Resource Sciences. It will be the responsibility of the incumbent to develop a research program within the Resources and Environment mandate of the UG/OMAFRA Agreement. Specific areas of research will be related to environmental management of agricultural aquatic systems with particular reference to water quality in agricultural production and food processing and their effects on surface waters in Ontario. Collaboration with researchers in complementary disciplines such as toxicology, land resource science, and agroecosystem management will be encouraged. The incumbent will have an active role in the management of the professional Masters in Environmental Management Program. This will involve curriculum development, coordination of courses,

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Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure Stream Positions

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (DISE/UT). With its strong links to Canadian and international education communities, the new institution offers exciting teaching and research opportunities.

Applications are invited for seven tenure-stream positions in four DISE/UT departments, as described below. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication, and will be expected to make a strong contribution to preservice teacher education and graduate education.

Community College Studies

The successful candidate will have conducted research on community colleges and will have the ability to work collaboratively with the colleges in applied research and developmental activities. While all areas of community college research will be considered, preferred emphases in scholarship are related to equity and to the experience or development of students. (Department of Theory and Policy Studies in Education)

Mathematics Education

The successful candidate will have expertise and experience in mathematics education at either the secondary or elementary school level, will be knowledgeable about the education of teachers, and will have a strong commitment to initial teacher education, the continuing professional development of teachers, and graduate education and research. A well-developed, distinctive research program, or the demonstrated ability to develop one, is essential. Applicants should also have: an excellent record of teaching in elementary or secondary schools or comparable other expertise; a broad understanding of curriculum, teaching and learning; (for those with expertise in elementary education) an ability to work in cross-disciplinary teams; and experience in and sensitivity to issues relating to equity and cultural and linguistic diversity. (Department of Curriculum, Teaching and Learning)

Multicultural Counselling

The successful candidate will have expertise in the area of multicultural counselling, assessment, and issues of relevance to visible and ethnic minorities, and is expected to develop a strong program of research. The preferred candidate should be eligible for registration with the College of Psychologists of Ontario. (Department of Adult Education, Community Development and Counselling Psychology)

Philosophy of Education

The preferred candidate will have a strong background in moral philosophy and/or epistemology as applied to education. Candidates should also have an interest in addressing practical problems of education from this perspective, and be favourably disposed toward developing collaborative research programs addressing the ethical and political dimensions of such problems. (Department of Theory and Policy Studies in Education)

Second Language Education

The successful candidate will have extensive educational experience related to ESL in school settings, a distinctive research and publications record, experience teaching and supervising at the graduate level, as well as an ongoing program of research related to ESL issues and fundamental aspects of second/foreign language acquisition—to join with an active research-oriented group in the Modern Language Centre. A background in psycholinguistics, social cognition, or another relevant discipline would be desirable, and proficiency in French and in another international language would be an asset. (Department of Curriculum, Teaching and Learning)

Science Education

The successful candidate will have expertise and experience in science education at either the secondary or elementary school level, will be knowledgeable about the education of teachers, and will have a strong commitment to initial teacher education, the continuing professional development of teachers, and graduate education and research. A well-developed, distinctive research program, or the demonstrated ability to develop one, is essential. Applicants should also have: an excellent record of teaching in elementary or secondary schools or comparable other expertise; a broad understanding of curriculum, teaching and learning; (for those with expertise in elementary education) an ability to work in cross-disciplinary teams; and experience in and sensitivity to issues relating to equity and cultural and linguistic diversity. (Department of Curriculum, Teaching and Learning)

Special Education and Adaptive Instruction

The successful applicant will have a record of research and publication in Special Education and/or Adaptive Instruction. Preference will be given to candidates having broad experience with the education of students who have special needs, and with current practices in school systems. (Joint appointment of Department of Human Development and Applied Psychology, and Department of Curriculum, Teaching and Learning)

Responsibilities of positions will include: research; teaching; supervision of master's and doctoral theses; and, in some cases, supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2000.

Applications, which must include full curriculum vitae, should be submitted by **December 15, 1999** to **Professor Michael Fullan, Dean, DISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.** Three confidential letters of reference should be sent directly to Dean Fullan by the same date. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

For more information about DISE/UT and these positions, please visit our web site at http://www.oise.utoronto.ca

advising of students and helping to develop an internship program for students in the program. Salary will be commensurate with qualifications and experience of the appointee. Applications, including a curriculum vitae, University transcripts, a statement of philosophy and interests in a career of teaching and research, reprints or other evidence of academic activities and three letters of reference should be sent to: Dr. M.K. Seals, Chair, Department of Environmental Biology, University of Guelph, Guelph, ON N1G 2W1 FAX (519) 837-0442 by January 30, 2000. The position will commence on or about May 1, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ENVIRONMENTAL SCIENCE

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure-track environmental chemist position in the Environmental Science Program, subject to final budgetary approval, at the Assistant Professor level, commencing July 1, 2000, or on a later date that is mutually agreed upon. Minimum qualifications are a PhD or equivalent and experience in interdisciplinary environmental science. The successful applicant must have demonstrated commitment to interdisciplinary approaches to environmental chemistry, integration of biological, physical, and social processes, and the capacity to cross traditional disciplinary boundaries. Duties will include the development and teaching of introductory and advanced undergraduate courses in environmental chemistry. The successful applicant will also be expected to establish and conduct a strong externally funded research program and supervise graduate students, and may be cross-appointed to a department in the Faculty of Science in order to do this. The salary range for the position is $42,524 to $65,040. The Environmental Science Program is a successful interdisciplinary four-year major program in the Faculty of Science, with cooperative education option. Further information about the Program can be obtained from www.umanitoba.ca/faculties/science/esp/. The University of Manitoba has a wide range of state of the art instrumentation required to conduct environmental chemistry research and operates field research and teaching stations including at Delta Marsh (Lake Manitoba) and Star Lake (Whiteshell). Researchers also have access to the Taiga Station (Wallace Lake), the Experimental Lakes Area (Northwestern Ontario), the Department of Fisheries and Oceans High Arctic Station at Resolute Bay, and the Institute of Arctic Ecophysiology and the Northern Studies Centre (both at Churchill, Manitoba). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Winnipeg is a vibrant city with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are attractive by North American standards. Applicants should send a curriculum vitae and a statement of research interests and teaching philosophy to the address below. Applicants must also provide the names (along with postal addresses, phone and fax numbers, and email addresses) of three referees to: Dr. Norman R. Nunter, Chair, Environmental Science Search Committee, 231C Machray Hall, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Phone: 204-474-9897; Fax: 204-275-3147, Email: hunter@ms.umanitoba.ca Closing date for receipt of applications is January 14, 2000.

ENVIRONMENTAL STUDIES

MCGILL UNIVERSITY — Joint tenure-track assistant professorship in History Department and new McGill School of Environment (MSE) for specialist in Environmental History with competence in interface between the environment and the evolution of human societies, economies and politics. Successful candidate to address such issues as how state formation, technological and economic transformations, social movements, conceptions of property rights, climate, disease, ecological change and human conceptions of nature/civilization have shaped society-environment interactions. Research specialization in a particular area of world historical importance desirable. Candidate will teach History undergraduate, M.A. and Ph.D. students. Undergraduate teaching in MSE also required and development of Masters and Doctoral programs there in the intermediate term is high priority. Send two copies of: curriculum vitae, letter describing research and teaching experience; recent offprints, articles in press, or thesis outline; and three letters of recommendation by November 12 to Suzanne Morton, Chair, History, and Peter Brown, Director, MSE, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T7. In accordance with Canadian immigration requirements, this ad is directed in the first instance to Canadian citizens and permanent residents. McGill is committed to equity in employment. While English is the language of instruction, knowledge of French is an asset.

ERGONOMICS/HUMAN FACTORS

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor or Associate Professor, in the field of ergonomics/human factors. We are searching for expertise to extend our program in new directions. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. Candidates should have demonstrated research and teaching ability. The candidate must have a Ph.D. with research training in ergonomics/human factors or a cognate discipline. Consulting experience and eligibility for full member classification in the Human Factors Association of Canada/Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics is desirable. Duties will include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada in conjunction with the Department of System Design Engineering and other Departments on campus. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The Department offers B.Sc., M.Sc. and Ph.D. degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Arend Bonen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-6776 or E-mail: abonen@healthyuwaterloo.ca Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

ÉTUDES FRANÇAISES

UNIVERSITÉ CONCORDIA — La Faculté des arts et des sciences de l'Université Concordia annonce la création probable de trois postes de professeur(e)s dans les domaines suivants: l'enseignement du français langue seconde, littérature des Amériques de langue française, et traduction. Veuillez lire l'annonce pleine page publiée dans ce numéro.

EURASIA & EASTERN EUROPE

CIVIC EDUCATION PROJECT — CEP, a voluntary educational organization dedicated to higher education reform in Eurasia and Eastern Europe, is now accepting applications for the Visiting Lecturer program for 2000 - 01. Lecturers teach social science courses in English and collaborate with local colleagues on curriculum development and outreach projects. Lecturers receive housing, stipend, airfare, and western health insurance. Contact: Civic Education Project, 1140 Chapel Street Suite 2A, New Haven, CT 06511, Tel: (203) 781-0263, Fax: (203) 781-0265, cep@cep.yale.edu, http://www.cep.yale.edu. Deadline: February 15, 2000.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to three tenure-track positions available — two in the area of Clinical Exercise Physiology and one in the field of Health Epidemiology. Please see our full-page display ad in this issue.

FINANCE

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education. The School's major activities include: a highly regarded MBA program and a selective undergraduate program, a well established doctoral program active in most major areas of management, as well as an expanding portfolio of programs for managers, including an expanding Executive MBA delivered in Canada and Hong Kong. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. The School supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching, and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. The School is undertaking substantial programs of teaching and research activities in Asia. The School is located in London, Ontario, a community of 326,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Calgary, Markham (outside Toronto) and London. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with approximately 26,000 full-time students. The School seeks candidates for at least one probationary tenure track, tenured or limited term position in the Finance area group. The position is available to begin on July, 2000. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in this area and appropriate language skills. The position is subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Craig Dunbar, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by December 31, 1999. The review of applications will continue until the position(s) have been filled, but applicants are encouraged to apply as early as possible. Phone: 519-661-3716, Fax: 519-661-3959; E-mail: cdunbar@ivey.uwo.ca, www.ivey.uwo.ca.

THE UNIVERSITY COLLEGE OF THE CARIBOO — Department of Economics and Finance Applications are invited for a continuing appointment in the Department of Economics and Finance. The successful candidate with teach 3rd and 4th year BBA courses in Corporate Finance and Investments plus other Finance, Economics or Business courses as appropriate and will engage in relevant scholarship. Qualifications include a Ph.D. completed or near completion in Finance or a closely related area such as Financial Economics. A commitment to high quality, undergraduate teaching is essential. UCC is located in Kamloops, a scenic 3 1/2 hour drive from Vancouver. The area offers a relaxed life style with a moderate climate and excellent recreational opportunities. For further information, contact Dr. Gordon Tarzwell, Chair, Department of Economics and Finance by e-mail at tarzwell@cariboo.bc.ca or by telephone at (250)371-5564. Send application letter, current curriculum vitae, transcripts, evidence of teaching accomplishment, sample of scholarship, and the names, telephone numbers and e-mail addresses of at least three referees to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, PO Box 3010, Kamloops, BC, V2C 5N3. Please quote Competition #99-087 on your application. Review of applications will begin 15 November 1999. Applications will be accepted until the position is filled. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity.

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for at least two tenure-track positions in one or more of the following areas (1) financial accounting; (2) managerial accounting; (3) auditing; (4) accounting information systems; and (5) taxation. Rank is at the Assistant or Associate level, and is based on qualifications and experience. Visiting appointment may also be possible. PhD or DBA completed or near completion required. Duties include teaching at the undergraduate and graduate levels, research and service. The Faculty of Management is AACSB accredited. Salary will depend on qualifications, experience and research record. Research support is provided for new faculty members. Appointment date is open. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to Department Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba R3T 5V4. The closing date for initial consideration of applications is November 30, 1999 but further applications will be accepted until the positions are filled.

FOOD SCIENCE

UNIVERSITY OF GUELPH — The Departments of Food Science and Microbiology at the University of Guelph invite applications for a tenure-track position at the rank of Assistant Professor. We are seeking an interactive individual with a commitment to teaching and the ability to establish a vigorous and outstanding independent research program. Preference will be given to applicants with expertise in microbial fermentations and/or applied physiology and genetics of microfungi. The successful applicant will be expected to teach in the area of industrial microbiology at both the undergraduate and graduate levels. Applicants should have a Ph.D. and a minimum of one to two years of postdoctoral experience in food science, microbiology or a related field, a strong record of research, and evidence of excellence in teaching. Salary will be commensurate with qualifications and experience. Applicants should forward by January 15, 2000 their curriculum vitae, three letters of recommendation, a one-page description of their research program, statement on their teaching philosophy, and representative publications to Dr. Roz Stevenson, Co-Chair of Search Committee, Department of Microbiology, University of Guelph, Guelph, Ontario N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. For more information about the University of Guelph and the Departments of Food Science and Microbiology, visit our Web sites at www.uoguelph.ca, www.oac.uoguelph.ca/foodsci, and www.uoguelph.ca/mbnet, respectively. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

FRENCH

UNIVERSITY OF WESTERN ONTARIO — Le Département de Français. The University of Western Ontario, est à la recherche d'un-e professeur-e permanent-e (tenure track) au rang de professeur-e adjoint-e ou associé-e dans le domaine suivant: langue et littérature médiévale. Le la candidat-e idéal-e aura de l'expérience comme enseignant-e, un PhD, et un excellent dossier de publications dans le domaine mentionné. Le la candidat-e aura une parfaite maîtrise du français. Veuillez envoyer un curriculum vitae avec les noms de trois répondant-e-s pouvant fournir des références, au Dr. Marilyn Randall, Directrice intérimaire, Département de Français, The University of Western Ontario, London, Ontario N6A 3K7, avant le 15 décembre 1999 (demandes acceptées par courrier électronique: mrandall@julian.uwo.ca). Date d'entrée en fonctions: le 1er juillet 2000. Ce poste est sujet à l'approbation budgétaire. The University of Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toute candidature provenant de personnes qualifiées, y compris les femmes, les membres de minorités visibles, les autochtones, et les personnes handicapées.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, French. Assistant Professor: probationary (tenure-track) beginning 1 July 2000, subject to budgetary approval. A PhD is required in French literature or language. The successful applicant will have native or near-native fluency in French and English, and preferably some experience teaching French as a second language at the post-secondary level, as well as demonstrated expertise in one or more of the following areas: stylistics, phonetics and translation. Competency in Computer-Assisted Language Learning would also be an asset, as would the ability to teach Spanish or German. A strong commitment to and an appropriate record of scholar-

University of Alberta
Edmonton

Faculty of Education

Applications are invited for a number of tenure track positions in the Faculty of Education at the University of Alberta. The appointment, will normally be at the Assistant Professor level with a minimum salary of $46,422. One or more of these positions will be offered at a senior level. The date of appointment will be July 1, 2000.

The Faculty is one of the largest in the country serving approximately 3200 undergraduate and 800 graduate students. A wide range of pre-service, professional development and graduate programs are offered, including a 4-year BEd, 2-year After Degree, 5-year Combined Degree (Arts, Science, PE), Advanced Diploma, MEd, EdD and PhD.

Department of Education Psychology – Special Education. Applicants should possess a Doctoral degree in Special Education, with specialized training and experience in elementary school instruction of children with special needs in both special education and inclusive settings. Competence in teaching both graduate and undergraduate special education courses in the instruction of Children with Special Needs is necessary. Competence in teaching diagnostic reading or mathematics is essential as well. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral level, pursuit of a program of research and scholarship, providing leadership in the discipline, and actively strengthening linkages with the educational community.

Department of Educational Psychology – Child and/or Adolescent Development. Responsibilities will include: 1) teaching undergraduate courses in education psychology; 2) teaching graduate courses in development; 3) carrying out an active research program; 4) supervising field experiences of student teachers and/or counsellors; 5) supervising graduate student research. It is preferable that applicants have a background in education psychology and have a teaching certificate and/or practical experience in educational settings. The Department is particularly interested in a person who can both teach and conduct research in developmental issues as they relate to education. The ability of applicants to link their research and teaching with that of some of the other areas of the Department (Counselling and School Psychology, Special Education, Educational Technology, Learning and Assessment, TESL) would be an advantage.

Department of Secondary Education – Physical Sciences Education. The successful candidate will be responsible for leadership in teacher education and curriculum studies in physical sciences education at the undergraduate and graduate level, field experiences supervision, graduate student supervision at the Master's and doctoral level. The candidate will be expected to maintain an active program of research and it is anticipated that she/he will be associated with a national centre for mathematics, science and technology education located in the Faculty of Education at the University of Alberta. Applicants should have a doctorate in science education or be near completion. They should provide evidence of successful teaching at the secondary and post-secondary level, and evidence of a developing program of research. A strong background in physics or chemistry and a knowledge of computer enhanced instruction are important assets for this position.

Department of Educational Policy Studies – 2 Positions. Applicants should have a doctoral degree, and a strong commitment to research, scholarly publication, and teaching. The Department has a large enrollment of masters and doctoral students as well as a major commitment to the undergraduate programs of the Faculty of Education. Graduate programs are offered in adult and higher education, educational administration and leadership, First Nations education, international/global education, and the social and cultural context of education (including history, philosophy, sociology, and intercultural education). The Department is involved in a strategic planning process focused on creating more collaborative programming that builds upon what currently exists. Applications are invited from individuals qualified to contribute to one or more of these program areas. First consideration will be given to those who can contribute to more than one program area; who bring a polity focus to their scholarship; and whose primary area of expertise is in either post-secondary education, international education, or First Nations education. In the case of First Nations education, priority in hiring will be given to those with aboriginal lived experience who can serve as role models and mentors for graduate students on the First Nations Education program. Successful candidates' responsibilities will include teaching undergraduate and graduate courses, supervision of undergraduate interns, supervising graduate students, and developing and sustaining a personal program of research.

Department of Elementary Education – Middle School Mathematics/Science Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in a field related to mathematics and/or science education at the middle years level. Candidates should have a valid teaching certificate and appropriate teaching experience. Duties will include instruction in one or two courses each year in the Middle Years Teacher Education program offered at Red Deer College, located approximately 150 kilometers from Edmonton. The Middle Years program, the only one in Alberta, offers opportunities for research and teaching in a team environment. The remainder of the instructional responsibilities will involve undergraduate and graduate instruction in curriculum and instruction courses in Mathematics and/or Science Education for elementary and secondary education students on the campus of the University of Alberta. Supervision of field experiences and graduate supervision may also be involved in the instructional duties. An on-going program of research is expected.

Department of Elementary Education – Early Childhood Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in early childhood education. Candidates should have a valid teaching certificate and appropriate teaching experience. Duties will include instruction of undergraduate and graduate courses in early childhood education, supervision of field experiences and supervision of graduate students. An on-going program of research is expected. The Child Study Centre in the Department of Elementary Education provides an international model for enriched childhood learning. The Centre strives to meet the learning needs and interests of children aged 3 to 9 years through a varied and innovative program featuring project-based learning. The Centre also provides opportunities for observation and research for students and faculty.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications to specific positions, including a current curriculum vitae, relevant scholarly papers, and the names of three referees should be submitted by December 20, 1999 to:

Dr. Larry Beauchamp, Dean
Faculty of Education
University of Alberta
845 Education South
University of Alberta
T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

ship and original research are required. The successful applicant will teach undergraduate French language & literature courses at the intermediate and advanced level. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 8,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Professor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2560; Fax: (403) 382-7148; or E-mail: erickson@uleth.ca The closing date for applications is January 31, 2000.

BRESCIA COLLEGE — The Department of Modern Languages, Brescia College, invites application for a full-time permanent position in French at the rank of Assistant Professor, effective July 1, 2000. The successful candidate will hold a PhD and have demonstrated strength in teaching at the university level. Responsibilities will include teaching FSL literature, and advanced language courses at the undergraduate level. Affiliated with The University of Western Ontario, Brescia College is a small Catholic college for women which emphasizes excellence in teaching. Applicants should submit a letter of application, a CV, a statement on their pedagogy, and ask three referees to send letters to Dr Patricia Skidmore, Academic Dean, 1285 Western Rd., London, Ontario N6G 1H2. The application deadline is January 10, 2000. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents Brescia College is committed to employment equity.

GASTROENTEROLOGY

UNIVERSITY OF MANITOBA — The Department of Internal Medicine University of Manitoba, and the Winnipeg Hospital Authority Medicine Program invite applications for the position of Head of the Section of Gastroenterology, one of 16 sections in the Department of Internal Medicine providing patient care undergraduate, postgraduate and continuing education and research. Currently, there are seven geographical full-time physicians and one basic scientist within the Section. The Section offers two postgraduate training programs (GI and Hepatology). Opportunities exist for significant contributions to undergraduate teaching, clinical training and research. Current research activities span the spectrum from basic molecular biology to clinical epidemiology and outcome studies. This is a geographical full-time, contingent position commencing April 1, 2000 for a term of five years, renewable upon favourable review. Salary and rank will be dependent upon qualifications and experience. Interested applicants should have proven abilities in the areas of administration, teaching, research and patient care. It is expected, in particular, that the incumbent would encourage broad academic development within the specialty. Candidates must have senior specialty qualifications in Gastroenterology in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Gastroenterology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should submit a complete curriculum vitae, a list of publications, and the names of three references to: Dr. I.E. Nicolle, M.E. Sellers Professor and Head, Department of Internal Medicine, Room GC430, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is November 30, 1999.

GEOGRAPHY

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Geography Assistant Professor probationary (tenure-track) beginning 1 July 2000, subject to budgetary approval. A Ph.D. at or near completion in Geography or a closely related discipline is required. The successful candidate will have teaching and research interests in resource and environmental management, offering courses in support of majors in Geography and Environmental Science. She/he will have the ability to teach courses in contemporary environmental issues and resource management/conservation/assessment, in addition to planning theory and methods. The ability to teach in one or more of the following areas will be advantageous: introduction to human or physical geography, environmental impact assessment, global environmental change, landscape analysis, park planning/management, or water resources. The successful candidate will also be expected to pursue an active program of research, seeking external research funding as required. Opportunities exist to supervise graduate students. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca or the Department's home page at www.uleth.ca/geo. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Dr. Tom Johnston, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2534; Fax: (403) 329-2016; or E-mail: johnston@uleth.ca The closing date for applications is January 31, 2000.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Geography. Two Assistant Professors; probationary (tenure-track) beginning 1 July 2000. Senior level appointment may be considered, subject to budgetary approval. A Ph.D. at or near completion in Geography or a closely related discipline is required. The successful candidates will combine demonstrated teaching and research interests in GIS with other areas of systematic specialization in Geography. Teaching responsibilities will include introductory and advanced courses in GIS, some combination of cartography, quantitative methods and remote sensing, as well as other courses in the department, at the introductory and advanced levels. The successful candidate will also be expected to pursue an active program of research, seeking external research funding as required. Opportunities exist to supervise graduate students. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca or the Department's home page at www.uleth.ca/geo. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents. Further College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is December 15, 1999.

GEOGRAPHY & GEOLOGY

MCMASTER UNIVERSITY — The School of Geography and Geology is seeking an Urban/Economic Geographer for a full-time tenure-track position at the level of Assistant Professor or Associate Professor, to start July 1, 2000. Candidates must have experience in and research focus on quantitative methods, GIS and spatial analysis. The substantive area of research can be in any aspect of urban or regional economic geography. Preference will be given to those applying quantitative skills to environment-economy integration, industrial or economic restructuring. Ability to teach an upper level course in spatial statistics is required. Candidates must have Ph.D. at time of appointment, as well as a demonstrated potential or an existing strong record of quality teaching, funded research, and publication. Closing date for consideration of applications is January 7, 2000; prior to that date, candidates may be contacted for interview. Applications should include a curriculum vitae, names of three referees, a statement outlining teaching and research interests, evidence of teaching ability, and up to three journal articles (reprints or submitted). Applicants should arrange for three letters of reference to be sent prior to the closing date. The letters and the application should be sent to: Dr. M.K. Woo, Chair, Urban/Economic Geography Search Committee, School of Geography & Geology, McMaster University, 1280 Main Street West, ABB-121, Hamilton, ON L8S 4M1. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

GERMAN

QUEEN'S UNIVERSITY — The Department of German Language and Literature at Queen's University invites applications for a tenure track position at the Assistant Professor level, commencing July 1, 2000, subject to budgetary approval. Salary will be commensurate with qualifications and experience. As duties include teaching language acquisition courses at all levels as well as graduate courses on language acquisition theory and practise, candidates must have native fluency or near native fluency in German. The incumbent will be responsible for supervising and evaluating teaching assistants and will act as coordinator of all language acquisition courses. The successful candidate will have an excellent record of teaching general and special language courses (e.g., Business German) and will possess a thorough understanding of computer-assisted language learning as well as the ability to supervise MA and PhD theses in language acquisition theory. A completed PhD in Applied Linguistics or equivalent qualifications as well as experience in the use of new media and technology or related areas are desired. Preference will be given to candidates with a strong research record in any of the fields mentioned above. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Candidates should submit a letter of application, curriculum vitae, a sample of their scholarly writing and arrange for three letters of reference to be sent by December 15, 1999 to Professor William C. Reeve, Head, Department of German Language and Literature, Queen's University, Kingston, Ontario, K7L 3N6.

HEALTH EDUCATION

DALHOUSIE UNIVERSITY — The School of Health and Human Performance, a member of the Faculty of Health Professions at Dalhousie University, invites applicants with an earned doctorate to apply for a full-time probationary tenure-track position at the assistant professor level in the health education program, commencing August 1, 2000. The School, with some 30 faculty and staff members, offers programs in health education, kinesiology and leisure studies to about 500 students. The applicant should have an understanding of how these programs contribute to the School's mission to develop leaders and scholars who can generate, disseminate and apply knowledge that helps to maintain and enhance health. The School offers bachelor's and master's degrees in its three program areas. The undergraduate programs are linked through seven core courses that deal with health and well-being, professional issues, community development, and research methodology. All undergraduate students must complete these core courses. The size of most undergraduate classes range from 30 to 100, but reach as high as 160 in the core courses. Graduate courses range in size from 5 to 20 students. This position presents very flexi-

University of Alberta
Edmonton

Dean
Faculty of Physical Education and Recreation

The University of Alberta invites national and international applications and nominations for the position of Dean of the Faculty of Physical Education and Recreation.

The University of Alberta has a clear vision: to be indisputably recognized nationally and internationally as one of Canada's finest universities. The University plays an integral role in the educational, business, and cultural life of Alberta through the impact of its integrated mandate of teaching, research, and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 30,000 students are enrolled.

The Faculty of Physical Education and Recreation is one of the largest programs of the kind in Canada and has the largest doctoral program. The Faculty has 37 faculty members, 33 staff, 850 undergraduate students, and 110 graduate students. The undergraduate programs are highly ranked and attract large number of excellent students and several areas of research and graduate study have achieved recognition nationally and internationally. The Faculty offers the following degree programs: BPE, BSc in Kinesiology, BA in Recreation and Leisure Studies and a BPE/BEd Combined Degree, as well as graduate studies.

In addition to its academic programs, the Faculty has a full intercollegiate sports program, a large campus recreation program, and operational responsibilities for all University sport and recreation facilities. The expertise and leadership of faculty and coaching staff is broadly recognized and sought out locally, provincially, nationally and internationally. The role of the new Dean will be to build on recent initiatives in the academic, campus recreation and athletic program, to support fund development, and to foster the development of a large cohort of new academic staff. It is expected that the new Dean will position the Faculty to move into the 21st century to be a leader in the pursuit and achievement of excellence in sport, leisure and physical activity.

For additional information about the Faculty, please consult the website located at the following address:
http://www.per.ualberta.ca/

The Dean is responsible to the Vice President (Academic) and Provost for the supervision and administration of academic programs, budget, and all activities of the Faculty. Candidates should have proven administrative experience, well developed leadership skills, a strong academic background, and be committed to excellence in teaching and research. The appointment will take effect July 1, 2000 or as soon as possible thereafter. The incumbent Dean has completed his term and is not a candidate.

Written nominations for the position, or applications supported by a curriculum vitae and the names of three referees, should be submitted by January 10, 2000 to:

Dr. Doug Owram, Vice President (Academic) and Provost
Third Floor, University Hall
University of Alberta
Edmonton, Alberta T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

VICE-PRESIDENT RESEARCH

DALHOUSIE UNIVERSITY SEEKS A VICE-PRESIDENT RESEARCH TO LEAD THE CONTINUING DEVELOPMENT OF ITS RESEARCH ENTERPRISE.

Research is a central pillar of the mission of the University, which comprises eleven multi-disciplinary and professional faculties and eighteen centres and institutes. We are committed to research as a means of fostering the advancement of knowledge, excellence in education, advances in practice and contributions to social, cultural and economic development. We collaborate closely in research with health science centres, government laboratories, industry and other partners.

Reporting to the Vice-President Academic and Provost — and working closely with the President, Deans and researchers — the Vice-President Research will champion research within the University, while fostering external awareness of our research capabilities. In partnership with the faculties, he or she will oversee an efficient and responsive system of administration and support for research at Dalhousie.

The successful candidate will be an academic and administrative leader and a distinguished researcher and scholar. He or she will have outstanding administrative and communication skills and an open and collegial management style; an understanding of the current ethical, legal and social issues surrounding research; enthusiasm for interdisciplinary collaboration; and a record of success in promoting research and in forming and sustaining effective relationships with funding organizations, industry, government and community agencies.

The Vice-President Research will be appointed July 1, 2000 for an initial term of five years, with eligibility for a further term. Nominations and applications, including a curriculum vitae and the names of four referees, may be submitted in confidence to:

Dr. Sam Scully, Vice-President Academic and Provost,
Dalhousie University, Halifax, NS B3H 3J5;
Fax (902) 494-1658; and e-mail: sam.scully@dal.ca.
All correspondence will be acknowledged.

A fuller position description and additional information about Dalhousie University are available at http://www.dal.ca/vpresearch.

DALHOUSIE
University

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible people, and women.

CAREERS SECTION · SECTION DES CARRIÈRES

ble and exciting opportunity to contribute to teaching at the undergraduate and graduate levels in health education programs. Opportunity to contribute to teaching in the School's core classes is also available. Addressing the teaching needs of the School in the area of mental health promotion is considered a priority. Other opportunities for teaching in the health education programs could exist in such areas as drugs and drug education, personal health, disease prevention, and internship supervision. The successful candidate will be expected to contribute to the graduate program and will have the opportunity to participate in the graduate program's evolution through the development of new course(s) in cooperation with other faculty members. Overall, the successful applicant will be expected to have a commitment to teaching excellence, a familiarity with community-based education, and the ability to establish a productive research program. In support of these expectations, the School offers a collaborative and congenial working environment. Applications together with a curriculum vitae, a one-page summary of teaching experience, and the names of three referees should be submitted to: Dr. T. L. Maloney, Director, School of Health and Human Performance, Dalhousie University, Halifax, Nova Scotia B3H3J5; E-Mail: Lawrence.Maloney@dal.ca; Telephone: (902) 494-3829; FAX:(902) 494-5120. Application deadline: January 30, 2000 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Dalhousie University is an Employment Equity/Affirmative Actron Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo has available a senior level tenure-track position in gerontology and health. Examples of sperality areas may include psychogeriatrics, public health, health services research or epidemiology. The department has close ties with the Kenneth G. Murray Alzheimer Research and Education Program and the Centre for Behavioural Research and Program Evaluatron (funded by the National Cancer Institute of Canada), both housed in the Faculty of Applied Health Sciences at the University of Waterloo. The successful applicant will have the opportunity to be part of a dynamic, multidisciplinary department. We have a strong history of attracting substantial research funding and building strategic linkages with all levels of government, NGO's as well as the national and international research community. Moreover, a diverse range of outstanding educational, cultural, recreational and business opppurtunities provide residents of Krtchener-Waterloo with an outstanding quality of life. We expect the appointment to occur by July 1, 2000. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The anticipated apppointment is at the Full Professor level although other candidates with strong teaching and research experience will also be considered. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by November 30, 1999 to Dr. John Hirdes, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo has available a tenure-track position in the area of nutrition as a major determinant of health, quality of life and disease over the human lifespan Appropriate disciplines may include community nutrition, nutritional epidemiology, public health nutrition, nutritional policy. The department has close tiee with the Kenneth G. Murray Alzheimer Research and Education Program and the Centre for Behavioural Research and Program Evaluation (funded by the National Cancer Institute of Canada), both housed in the Faculty of Applied Health Sciences at the University of Waterloo. The successful applicant will have the opportunity to be part of a dynamic, multidisciplinary department. We have a strong history of attracting substantial research funding and building strategic linkages with all levels of government, NGO's as well as the national and international research community. Moreover, a diverse range of outstanding educational, cultural, recreational and business opppurtunities provide residents of Krtchener-Waterloo with an outstanding quality of life. We expect the appointment to occur by July 1, 2000. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The anticipated apppointment is at the Assistant to Associate Professor level. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by November 30, 1999 to Dr. Patricia Wainwright, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

HISTORY

SAINT MARY'S UNIVERSITY — The Department of History at Saint Mary's University invites applications for a tenure-track appointment in modern US history (post-1865) at the rank of Assistant Professor. The appointment will commence on 1 September 2000, subject to budgetary approval. Candidates must have a Ph.D., or be near completion; teaching experience and/or publications are advantageous. Applicants should send a letter of application, a curriculum vitae, and arrange to have at least three reference letters sent to Dr. G.F. Young, Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3 (fax, 902-420-5141). Closing date for applications is 15 December 1999 In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents: nevertheless applications from all qualified candidates are welcome. Saint Mary's University is an equal opportunity employer. Please vert our web site: http://www.stmarys.ca

BROCK UNIVERSITY — Department of History invites applications for a probationary (tenure-track) appointment in United States History (not excluding the colonial period) Preference will be given to candidates able to teach in the field of aboriginal history. The position is subject to final budgetary approval, and the apppintment could be made on a limited term basis. Applicants should have a Ph.D. or be very close to completion at the time of application. The successful applicant will be expected to teach at every level of the undergraduate program, including shared teathing of a first-year "Americas" course. The appointment will commence July 1, 2000; the successful applicant will enter at or near the floor of the Assistant Professor rank Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. John Sainsbury, Chair, Department of History, Brock University, St. Catharines, Ontario L2S 3A1; Fax (905) 688 2789. The closing date for applications is January 20, 2000 Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. More information on Brock University can be found on the University's website www.Brock.ca.

UNIVERSITY OF TORONTO at Mississauga — Erindale College, Position in History. Applications are invited for a tenure-stream position, Assistant Professor, Department of History, Erindale College, University of Toronto. Ph.D. and demonstrated excellence in research and teaching required. Breadth and flexibility in teaching are especially sought. Area of specialization: Canadian History. The Department has a particular interest in applicants specializing in any of the following areas: Women's/Gender Studies, Aboriginal Studies, Business and Economic History. The successful candidate will teath undergraduate courses at the Erindale Campus and graduate courses at the St. George Campus. Salary commensurate with qualifications. Applications, including cv., teaching dossier, publications, and at least three letters of reference, should be sent to Discipline Representative, Department of History, University of Toronto at Mississauga, Mississauga, ON, L5L 1C6 Appointment commences 1 July 2000. Applications received after December 15, 1999 may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Polny, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities

BROCK UNIVERSITY — History Department and Canadian Studies Program invite applications for a probationary (tenure-track) cross-appointment in Canadian Cultural History The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. Applicants should have a Ph.D. or be very close to completion at the time of application. The successful applicant will enter at or near the floor of the Assistant Professor rank and will be expected to teach at every level of the undergraduate program. The appointment will commence July 1, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. John Sainsbury, Chair of Joint Search Committee (History/Canadian Studies), Department of History, Brock University, St. Catharines, Ontario L2S 3A1; Fax (905) 688 2789 The closing date for applications is January 20, 2000 Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. More information on Brock University can be found on the University's website www.Brock.ca.

UNIVERSITY OF CALGARY — The Department of Greek, Latin & Ancient History invites applications for an Assistant Professor appointment in the area of Greek and/or Roman Social History This appointment requires a PhD degree, demonstrated excellence in teaching and research, and an ability to provide leadership in the delivery and development of our programmes. The Department has a strong record of research, teaching and community outreach, and currently maintains nine continuing positions, about 2500 course enrolments per year, a small M.A. programme, and 60 undergraduate majors in Classical Studies, Classical & Early Christian Studies (jointly with the Department of Religious Studies) and Ancient & Medieval History (jointly with the Department of History) Library and teathing resources are substantial. The Nickle collection of some 15, 000 ancient coins is housed in the University's Nickle Arms Museum. For full information see the University's Web site (http://www.ucalgary.ca). Applications should include a curriculum vitae; university transcripts, evidence of teaching accomplishment, and at least one sample of recent research work Confidential letters from three referees are required. Applications and references should be sent by 15 December 1999 to Professor Martin Cropp (Acting Head). Department of Greek, & Ancient History, University of Calgary, 2500 University Drive NW, Calgary, AB Canada T2N 1N4 (Tel: 1-403-220-5803; e-mail cropp@ucalgary.ca). Our Department is strongly committed to increasing the representation of women in its continuing faculty. The University of Calgary respects, appreciates and encourages diversity. In accordance with Canadian Immigration requirements, priority will given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of History Assistant Professor; probationary (tenure-track) beginning 1 July 2000 subject to budgetary approval A Ph.D. is required; specialization in Medieval History, preferably continental Europe, with a teaching competence in the history of women and/or gender The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs The University is an equal opppurtunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Professor Chris Hosgood, Chair, Department of History, The University of Lethbridge; 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2543; Fax: (403) 329-5108; or E-mail: hosgood@uleth.ca. The closing date for applications is December 31, 1999.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of History. Assistant Professor: two year term beginning 1 July 2000, subject to budgetary approval. A Ph.D. is required, specialization in post-confederation Canadian history. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Professor Chris Hosgood, Chair, Department of History, The University of Lethbridge; 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2543; Fax: (403) 329-5108; or E-mail: hosgood@uleth.ca. The closing date for applications is December 31, 1999

UNIVERSITE D'OTTAWA — Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire de l'Europe occidentale (franze moderne de préférence). L'aptitude à diriger des recherches sur la Nouvelle-France ou le Canada français sera considérée comme un atout. Entrée en fonction: 1e 1er juillet 2000. Exigences: Doctorat. La préférence sera accordée aux candidat(e)s qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le/la candidat(e) devra enseigner en français L'aptitude à enseigner en anglais dans les plus brefs délais sera considerée comme un atout. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5 Date limite pour soumettre sa candidature le 15 decembre 1999. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents au Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

UNIVERSITY OF OTTAWA — The Department of History of the University of Ottawa invites applications for a tenure track position in the history of Western Europe, preferably early modern France. Ability to supervise research on New France or French Canada is an asset. Starting date: July 1st, 2000. Requirements : Ph.D. Publications and teaching experience preferred. The candidate will be required immediately to teach in French. Ability to teach in English in the near future is an asset. The ability to teach in English and in French is a condition of tenure. Rank: Assistant Professor Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 15, 1999 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. Employment equity is University policy.

MCGILL UNIVERSITY — See Environmental Studies.

SIMON FRASER UNIVERSITY — East Asian History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in East Asian History with, preferably, a research specialty in Chinese or Japanese History. The position will begin in September, 2000. The appointment will be made at the Assistant Professor level at a salary that matches qualifications Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opppurtunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 26, 1999. Applicants should send a curriculum vitae and arrange for three letters of

University of Alberta
Edmonton

Deux postes à la Faculté Saint-Jean

Poste en psychologie de l'éducation

Un poste en éducation conduisant à la permanence et dont l'entrée en fonction sera dès que possible. Ce poste est en psychologie de l'éducation, dans les domaines du développement, de l'apprentissage et de l'adaptation scolaire.

La personne engagée devra posséder un doctorat pertinent au champ de spécialisation et un solide dossier de recherche et de publications, ainsi qu'une bonne connaissance du milieu scolaire. Une excellente maîtrise de la langue française est requise. Le poste appelle un enseignement aux premier et deuxième cycles, incluant la supervision de stagiaires et d'étudiants de deuxième cycle, de même que des qualités de leadership, une capacité à travailler en équipe et dans un cadre interdisciplinaire. Selon les candidatures reçues, le poste pourra être au rang de professeur agrégé.

Poste de direction pour le Centre de recherche et d'enseignement en français (CERF)

Les tâches principales du directeur ou de la directrice sont les suivantes :

- Gérer le Centre d'enseignement et de recherche en français (CERF);
- Établir l'offre de cours de français crédités et non crédités;
- Sélectionner les outils pédagogiques pour ces cours;
- Mettre en place un plan de formation continue du personnel enseignant;
- Chercher des contrats d'enseignement et des subventions pour assurer le bon fonctionnement du CERF;
- Stimuler la recherche sur le français et en enseignement du français au sein du CERF.

La personne engagée devra posséder un maîtrise dans un domaine pertinent. Elle maîtrisera le français et connaîtra bien l'anglais tout en ayant des aptitudes pour l'administration et l'encadrement pédagogique. Elle doit avoir de l'expérience en gestion et dans l'enseignement du français comme langue maternelle ou seconde au niveau collégial ou universitaire. Finalement, une connaissance approfondie des cultures francophones, notamment du Québec et de l'Ouest canadien, est essentielle.

Faculté de langue française dans une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans des programmes de BA, BAA (conjointement avec la Faculty of Business), BEd, BEd après diplôme, BSc et MEd.

Conformément aux exigences relatives à l'immigration au Canada, ces postes est sont offerts aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. Si nous ne trouvons pas de candidats qui sont citoyens canadiens et résidents permanents répondant aux exigences des postes, d'autres individus seront considérés.

L'évaluation des dossiers de candidatures débutera le 15 novembre 1999 et se poursuivra jusqu'à ce que nous puissions combler les postes.

Un curriculum vitae détaillé et les noms de trois répondants doivent être envoyés à :

Madame Claudette Tardif, doyenne
Faculté Saint-Jean
University of Alberta
8406 rue Marie-Anne-Gaboury
Edmonton, AB T6C 4G9

La University of Alberta respecte le principe d'équité en matière d'emploi. Comme employeur, elle favorise la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles.

UNIVERSITY OF ALBERTA
...it makes *sense*.

MUSKWA-KECHIKA RESEARCH PROFESSORSHIP

NORTHERN LAND USE INSTITUTE

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

UNBC's Northern Land Use Institute (NLUI) invites applications for the Muskwa-Kechika Research Professorship. The Muskwa-Kechika Professor will be appointed as a Visiting Professor for a negotiable period of time (between 6 and 16 months).

This position was made possible by the contribution from the Muskwa-Kechika Trust Fund to the NLUI. The objective of the Trust in establishing the Professorship was to foster research into wildlife biology with an emphasis on large predator-prey ecosystems, wilderness management, fisheries, wilderness recreation and the relationships between wilderness values and resource development in the Muskwa-Kechika Special Management Area (MKSA) in northeastern British Columbia. The Trust also wishes to encourage education and public awareness of the value of integrated resource management in conserving and enhancing fish, wildlife, habitat, biological diversity and wilderness values in the Muskwa-Kechika Management Area.

The successful candidate will be either a senior and well established expert in the fields of research outlined above, or a promising younger scientist who has demonstrated a high level of potential for research excellence. In addition to a strong research record, it is expected that the incumbent be proficient at communicating their research to lay audiences with limited academic or scientific backgrounds. Ideally the candidate will be a sabbatical who wishes to explore opportunities for ongoing research programs in the MKMA while conducting research as the MK Research Professor. You will be expected to deliver a number of public lectures in the communities of the Muskwa-Kechika region. A willingness to work from the communities of Fort St. John and/or Fort Nelson in northeastern British Columbia for at least a portion of the term of appointment is also required.

The salary for this position is negotiable and is expected to supplement sabbatical earnings. Negotiable research grant support will be available.

Please submit a letter of application, a current curriculum vitae, a statement of research and teaching interests and the names and addresses of at least 3 references to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Inquiries may be directed to Dr. Max Blouw, Associate Vice President Research and Dean of Graduate Studies, at (250) 960-5668 or by E-mail at blouw@unbc.ca. The closing date for applications and nominations is January 15, 2000.

For more information, visit our website: **www.unbc.ca**

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

CAREERS SECTION · SECTION DES CARRIÈRES

reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; FAX. (604) 291-5837.

HUMANITIES

BROCK UNIVERSITY — Dean, Faculty of Humanities Brock University, located in St. Cathennes, Ontario welcomes applications and nominations for the position of Dean of the Faculty of Humanities. Brock University is a publicly-supported university comprising six Faculties and a number of centres and institutes. Brock University has an enrollment of more then11,000 students and 850 faculty and staff members. The Faculty of Humanities has the following Departments and Programs: Applied Language Studies, Canadian Studies, Classics; English Language and Literature; Fine Arts; French, Italian and Spanish; Germanic and Slavic Studies; Great Books/Liberal Studies; History, International Studies; Music; and Philosophy. Programs of study at the Bachelor's level are offered in all areas and the Faculty has a Master's Program in the Department of Philosophy. Other graduate programs are currently being considered in the Faculty. The Faculty of Humanities full-time equivalent student enrollment is over 1,555 with 72 full-time faculty. The University seeks an individual with an established record of academic achievement and proven administrative experience to provide dynamic leadership in a Faculty where teaching and scholarship are equally valued. The Dean must be able to work effectively with faculty, students, and staff and to promote relations and develop further linkages with other Faculties, as well as external public and professional constituencies. The appointment, effective July 1, 2000, is for a period of five years, renewable. Consideration of applications and nominations will begin January 15, 2000 They should be submitted in confidence to: Dr. R. Terrance Boak, Vice-President, Academic, Brock University, St. Catheines, ON L2S 3A1. Further information about the position can be obtained by calling Dr Boak at (905) 688-5550, ext. 4121 or by e-mail at tboak@spartan.ac.brocku.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer.

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for at least one, and likely two, tenure track appointments at the Assistant or Associate Professor level in Information Systems, commencing between January 1 and September 1, 2000. For the first appointment, we are seeking someone with a Ph.D., who is capable of teaching, research and graduate student supervision in the area of technical information systems — in particular, database management, and systems analysis and design. For the second appointment, we are seeking someone with a Ph.D., in the area of behavioural information systems. Applicants' research interests should be compatible with those of the present faculty, which range from behavioural information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://mansci2.uwaterloo.ca/faculty.html, and about the Department at http://mansci2.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before December 31, 1999, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca; fax: 519-746-7252).

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — The Section of Cardiology, Department of Internal Medicine, University of Manitoba, and the Winnipeg Hospital Authority/Medicine Program are seeking a cardiologist based at Health Sciences Centre. This will be a geographical full-time, contingent position at the rank of Assistant Professor commencing January 1, 2000 or as soon as possible thereafter. The position encompasses inpatient and ambulatory patient care and administrative activities. Other clinical opportunities exist for activity in other areas of cardiology practice and consultation service to other Winnipeg hospitals and to rural centres. This position involves teaching to both undergraduate and postgraduate medical education at faculty, departmental and sectional levels, in addition to community education programs. There are major research opportunities, including collaboration with established investigators within the Section. Candidates must have senior specialty qualifications in Cardiology in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Cardiology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Salary will be commensurate with experience and academic qualifications. Applications, accompanied by a curriculum vitae, a list of publications, and the names of three referees, should be sent to: Dr. J. Ducas, Head, Section of Cardiology, Room GF328, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9. Closing date for receipt of applications is November 30, 1999

ITALIAN STUDIES

MCGILL UNIVERSITY — The Department of Italian Studies invites applications for a tenure-track Assistant Professor position. Ph.D. in Italian literature (or equivalent), evidence of excellent scholarship and teaching experience required. Specialization open. Desirable fields of expertise: Medieval-Renaissance, contemporary literature, theory. Broad intellectual formation an asset. Duties include teaching a range of courses at both graduate and undergraduate levels, not limited to field of specialization, in both Italian and English, research and administration. Knowledge of French an asset. Effective date of appointment: September 1, 2000. Minimum salary: $43,000. Send c.v., sample of publications, and arrange for three letters of reference to be sent by December 1, 1999, to Prof. Maria Predelli, Chair, Department of Italian, 680 Sherbrooke West, Montreal, QC, H3A 2M7. Applications received until position filled. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada.

JAPANESE STUDIES

MCGILL UNIVERSITY — The Department of East Asian Studies of McGill University announces a tenure-track position in Japanese studies at the Assistant Professor level beginning September 1, 2000. The area of research specializations open, although preference will be given to candidates prepared to teach undergraduate or graduate courses in sociocultural theory, with some emphasis on women's studies and/or gender studies. Candidates should have Ph D. by time of appointment; teaching experience preferred. Knowledge of French is an asset. Applicants should send a letter of application, c.v., three letters of reference, and a writing sample to Chair, Japanese Search Committee, Department of East Asian Studies, McGill University, 3434 McTavish, Montreal, Quebec, H3A 1X9; Tel: (514) 398-6742; Fax: (514) 398-1882. The deadline for applications will be December 15, 1999. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

JEWISH STUDIES

UNIVERSITY OF WATERLOO — The Faculty of Arts at the University of Waterloo invites applications for a tenure-track Assistant Professor position in Jewish Studies. The anticipated start date is July 1, 2000. The successful candidate will have a PhD in Jewish Studies and an excellent scholarship and teaching record. Duties will include teaching at the undergraduate level and the development and promotion of the Jewish Studies program at the university as well as in the larger community. Applications accompanied by a curriculum vitae and the names and addresses of three references should be sent by December 31, 1999, to Dr. Paul Socken, Chair, Dean's Advisory Committee on Jewish Studies, Modern Languages Building, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. Fax 519-725-0594. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

JOURNALISM

UNIVERSITY OF REGINA — The School of Journalism invites applications and nominations for the position of Director effective July 1, 2000, for a five-year period (renewable). Candidates must demonstrate a commitment to journalism, a knowledge of media, and a vision for the future direction of journalistic study. Reporting to the Dean of Arts, the Director's duties include collaboration with faculty and staff in the development and delivery of the School's programs as well as arranging student internships and administering school resources. Strong communication skills are a must. The Director will be expected to represent the School within the university environment as well as advance the School's profile within the Journalistic profession and engage the community on media issues of public interest. Candidates for the position should possess substantial experience in journalism at a related field, as well as teaching experience at a university level. The academic background, research interests, and professional athievements of each candidate will be taken into consideration. Candidates should submit a brief vision statement, a curriculum vitae, and three letters of reference not later than December 15,1999 to, Dr. Murray Knuttila, Dean of Arts, University of Regina, Regina, Saskatchewan S4S 0A2; Fax: (306) 585-5368. The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

KINESIOLOGY

YORK UNIVERSITY — Faculty of Arts, Kinesiology and Health Science Applicatorns are invited for a tenure-track appointment at the assistant professor level in Clinical or Rehabilitation Biomechanics. The Department continues to develop a graduate stream in biomechanics to complement current Masters and future PhD offerings in exercise physiology, health psychology and fitness/epidemiology. The applicant's area of interest should encompass one or more of the following: clinical biomechanics/rehabilitation/ergonomics/adaptives/functional anatomy/sport therapy. Ideally, the applicant would also complement their newest program areas of occupational biomechanics and motor control. Duties will include undergraduate teaching, as well as teaching and supervision in the Graduate Program in Kinesiology and Health Science. A PhD is required and postdoctoral experience would be an asset. High priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Applicants should send a curriculum vitae, a covering letter stating future research goals, relevant reprints, and the names, addresses and telephone numbers of at least 3 individuals who may act as references to: Dr. Peter Kerr, Chair, Search Committee, Kinesiology and Health Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: pjkerr@yorku.ca). The deadline for applicatrons is December 31, 1999. Duties will commence July 1, 2000. This position is subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO — The Department of Kinesiology seeks an outstanding researcher/teather for a tenure-track position at the level of Assistant Professor who first and foremost presents a strong background in integrative physiology of exercise and/or the work place. This individual is expected to show additional postdoctoral training in the tools of modern mechanistic physiology including molecular techniques or pharmacodynamics that will allow for development of a strong competitive research program. The successful candidate will show the ability to integrate with existing faculty expertise in the areas of cardiorespiratory, skeletal muscle and metabolic physiology. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Salary is commensurate with qualification and experience. The Department of Kinesiology is expanding clinical applications of its training and research through the recently developed Applied Health Sciences Research Clinics. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Arend Bonen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519 746-6776 or E-mail: abonen@healthy.uwaterloo.ca. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subjers to the availability of funds.

YORK UNIVERSITY — Kinesiology and Health Science, Faculty of Pure and Applied Science, invites applicationf for a tenure-track appointment at the assistant professor level in neurophysiology/neuroscience with an emphasis on some aspect of the broad areas of physical activity, behaviour and health. A research program that utilizes molecular approaches will be a definite asset. The present Masters' program covers health-related aspects of exercise physiology, psythology, occupational biomechanics and fitness/epidemiology. The department is seeking to broaden the range of academic areas that they cover, as well as to build their faculty complement towards a PhD in Kinesiology and Health Science. The opportunity exists for a cross-appointment to the Graduate Program in Biology. Duties will include the supervision and teaching of graduate students and undergraduate teaching. A PhD and a promising publication record in refereed journals are required, as well as the ability to develop a productive research program supported by external funding. Postdoctoral experience would be an asset. Applicrants should send a curriculum vitae, a covering letter stating future research goals, relevant reprints, and the names, addresses and telephone numbers of at least 3 individuals who may act as references to: Dr. E. Cafarelli, Chair of the Search Committee, Kinesiology and Health Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: ecaf@yorku.ca). The deadline for applications is December 31, 1999. Duties to commence July 1, 2000, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigrratron requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Kinesiology and Health Science, Faculty of Pure and Applied Science, invites applications for a tenure-track appointment at the assistant professor level in Clnical Exercise Physiology/Therapy. Applicants must have expertise in the assessment and exercise/lifestyle management of chronic diseases such as cardiovascular, pulmonaiy, metabolic, neuromuscular and musculoskeletal disorders. A PhD is required and postdoctoral experience would be an asset. High priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Duties will include undergraduate teaching, and teachingsupervision in the Graduate Program in Kinesiology and Health Science. The present Masters and future PhD programs cover health-related aspects of exercise physiology, psychology, occupational biomechanics, and fitnessepidemiology. Applicants should send a curriculum vitae, a covering letter stating future research goals, relevant reprints and the names, addresses and telephone numbers of at least 3 individuals who may act as references to: Dr. Norman Gledhill, Chair of the Search Committee, Kinesiology and Health Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: ngledhill@yorku.ca). Duties to commence July 1, 2000, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LATIN AMERICAN STUDIES

SIMON FRASER UNIVERSITY — The Latin American Studies Program invites applications for a tenure-track position at the rank of assistant professor commencing on September 1, 2000. This position is subject to budgetary approval. Applicants must have completed a PhD by the time of appointment and demonstrate clear promise of excellence in research, as well as effectiveness in teaching at the undergraduate and graduate levels. A research focus on economic development and policy with a regional focus on Brazil or the Andes is preferred. Applicants should send a covering letter describing their research and teaching interests, a curriculum vitae, and three letters of reference to: The Director, Latin American Studies Program, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Screening for completed applications will begin on 1 January 2000, and continue until the position is filled. This advertisement is directed to Canadian citizens and permanent residents. Other qualified apolicants may be considered if qualified Canadian citizens or permanent residents cannot be found. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

LAW

McGILL UNIVERSITY — Faculty Position in Environmental Law, Faculty of Law and School of Environment. The McGill Faculty of Law and the newly formed McGill School of Environment (MSE) seek candidates for a joint tenure-track position in international environmental law. The Faculty of Law, which is the oldest University associated law school in Canada, offers courses in civil law, common law, public law, comparative legal method, and legal theory. In 1999 – 2000 the Faculty is implementing its new program under which undergraduate students will obtain both common law and civil law degrees. Through its Institutes of Comparative Law and Air and Space Law, the Faculty offers graduate programs in law with course concentrations in legal traditions and legal theory, human rights and cultural diversity, international business law, regulation, technology and society, and air and space law. The MSE is a new program at McGill which is developing its teaching, research and service around four themes. Health and the Changing Environment; Ecosystems, Biodiversity and the Conservation of Community; Stewardship of Global Systems; and Culture, Commerce and Environment. The Faculty of Law and MSE invite applications from persons with research and teaching interests in international environmental law. Candidates should not only be conversant with the positive law in this area, but also with its underlying philosophy and evolving nature. The successful candidate would be expected to teach in the undergraduate and graduate programs of the Faculty and MSE and to pursue an active research agenda. Candidates may be appointed to teach in English and French, or in English only. However, the Faculty and MSE expect that all successful candidates will be able to work in a bilingual environment, especially for the purposes of essays, examinations and oral presentations by students. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. The University encourages applications from all qualified candidates especially women, aboriginal people, visible minori-

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Lakehead
UNIVERSITY

ACCOUNTING

The Faculty of Business Administration at Lakehead University invites applications for a probationary (tenure-track) appointment in the area of Accounting.

The ideal applicant would have completed or be nearing completion of a PhD in accounting, hold a professional accounting designation and have relevant business experience. The candidate should be committed to classroom excellence and research in his or her areas of interest. Rank and salary are dependent on qualifications and experience. This appointment will commence on January 1 or July 1, 2000 subject to budgetary approval.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: **Dr. Bahram Dadgostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1.**

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure Stream Positions

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). With its strong links to Canadian and international education communities, the new institution offers exciting teaching and research opportunities.

Applications are invited for two tenure-stream positions. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication, and will be expected to make a strong contribution to preservice teacher education and graduate education.

Career Counselling & Development
The successful candidate will have recognized expertise in the areas of career counselling, career development theory, and educational and psychological testing. (Department of Adult Education, Community Development and Counselling Psychology)

Child & Adolescent Development
Preferred candidates will have a research program in early childhood/transition to school and/or special education/adaptive instruction. (Department of Human Development and Applied Psychology)

Responsibilities of positions will include: research; teaching; supervision of master's and doctoral theses; and, in some cases, supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2000.

Applications, which must include full curriculum vitae, should be submitted by **December 15, 1999** to Professor **Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.** Three confidential letters of reference should be sent directly to Dean Fullan by the same date. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

For more information about OISE/UT and these positions, please visit our web site at http://www.oise.utoronto.ca

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ALGOMA UNIVERSITY COLLEGE

Faculty Appointment - BIOLOGY

Algoma University College (AUC) invites applications for a limited-term appointment with possibility of renewal in Biology. AUC offers the first year of a transfer science program, and a 3-year Liberal Science degree. The successful candidate will help launch an articulated program in Environmental Forestry. Applicants should hold a Ph.D. with broad general competence in modern Biology, demonstrated excellence in teaching, and a readiness to contribute to institutional program development and governance. An interest in developing a research program is an asset. The appointment will be at the *Assistant Professor* level, with salary commensurate with qualifications, and will take effect January 1 or July 1, 2000. Applications will be accepted until the position is filled. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to:

Dr. Jong You, Academic Dean
Algoma University College
1520 Queen Street East
Sault Ste. Marie, ON
P6A 2G4

ALGOMA UNIVERSITY COLLEGE

In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. We welcome applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

lies and persons with disabilities. Applications (accompanied with a complete curriculum vitae, statement of research and teaching interests and three letters of recommendation) and inquiries should be directed to Professor Peter G. Brown, Director, McGill School of Environment and Dean Peter Leupecht, c/o Faculty of Law, 3644 Peel Street, Montreal, Quebec, Canada H3A 1W9. Applications should be postmarked no later than December 10, 1999.

THE UNIVERSITY OF MANITOBA Faculty of Law invites applications for a tenure track appointment at the rank of Assistant Professor, to begin July 1, 2000. The Faculty is seeking a candidate who will enrich teaching and research and contribute actively to the life of the academic community at the University of Manitoba and beyond. While the Faculty is particularly interested in candidates with an interest in Constitutional Law, it is primarily seeking academic excellence and will consider all applicants. The selection committee will have regard to a candidate's scholarly record as well as demonstrated potential for teaching and research. Applicants must have completed graduate studies in law by the time of appointment. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants may also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is December 15 1999. Applications and letters of reference should be sent to: Dean Harvey Sector, Faculty of Law, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Telephone: 204-474-9262; Fax: 204-474-7580.

LIBERAL ARTS

CONCORDIA UNIVERSITY — Faculty of Arts & Science, is looking for two tenure-track professors to teach seminars in Western Civilization and Culture. Please see our full-page display ad in this issue

LIBRARY

BROCK UNIVERSITY — University Librarian. Brock University invites applications and nominations for the position of University Librarian. The University is seeking a dynamic individual with the knowledge and ability to address the changing needs and demands of the modern library. The University Librarian reports to the Vice President, Academic and has overall responsibility for the leadership and management of the James A. Gibson Library. This appointment is for an unlimited term with a review every five years. The position is effective May 1, 2000. The James A. Gibson Library has collections in excess of 1.5 million items and maintains access to many electronic resources. With a staff of 65, of which 15 are professional librarians, and an annual budget of $4.7 million, the Library provides service to 342 faculty and to 10,000 undergraduate and 600 graduate students registered in six faculties. Further details are available at the Library's web site: http://www.brocku.ca/library/. The University Librarian is responsible for the development and management of services, collections and systems to support the teaching and research programmes of the University; for the development and management of the Library budget and the allocation of financial and human resources; for leadership and development of staff in a collegial working environment; for the continuing development of computer-based information systems and for the Library's participation in co-operative projects at the provincial, national, and international level. Applicants must have an ALA accredited MLS degree or equivalent accreditation in library and information science, and a minimum of 10 years experience as a librarian in progressively more responsible administrative positions in an academic library; an advanced degree in an academic discipline would be an asset. The successful candidate will have a thorough understanding of the role of the modern academic library and of the community of which it is a part; the imagination and flexibility to consider, evaluate and implement new approaches to the challenges of a rapidly changing library environment; strong written, oral, and interpersonal communication skills; experience and familiarity with information technology as it relates to library services and proven ability to represent the James A. Gibson Library effectively within the University and externally. Nominations and applications should include a statement of your view of the role of a University Librarian. Consideration of nominations and applications will begin January, 2000. Please forward information to: Dr. R. Terrance Boak, Vice President, Academic, Chair of the University Librarian Search Committee, Brock University, St. Catharines, ON L2S 3A1.

UNIVERSITY OF MANITOBA LIBRARIES — Reference Librarian, Sciences and Technology Library. The incumbent reports to the Head of the Sciences and Technology Library and participates in the development and roles and objectives of the Sciences and Technology Library; develops and maintains an understanding of the research and teaching programs primarily in the Faculties supported by the Library; provides reference services for library users utilizing both print and electronic resources, is responsible for the collection development program for Astronomy, Mathematics, Computer Sciences and Statistics; serves as a liaison between the library user and the Libraries; interpreting user needs to the Head and library policy to the user; participates in specific projects and committee appointments as assigned. Qualifications: A degree from an ALA-accredited library program required; an undergraduate degree in either mathematics or computer science is required; a graduate degree in mathematics or computer science is an asset. At least two years experience in an academic library in the areas of collection development and reference service is essential. Demonstrated knowledge of library information services, emerging information services, and their application to libraries is required. Knowledge of, and experience with, the use of computers, database searching and doing research on the Internet is required. Web development experience is desirable. Demonstrated ability to conduct effective bibliographic instruction is essential. Must be highly motivated and self-directed, and have a demonstrated ability to work independently as well as part of a team. Excellent communication and interpersonal skills are required to work successfully with patrons and staff in a variety of situations. The successful candidate should have a commitment to professional growth and is expected to participate in professional development activities. Effective Date: January 1, 2000. Ranks and Salary Ranges: Commensurate with qualifications and experience. Assistant Librarian: $39,753 - $51,886 per annum. The position has a two-year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The filling of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three references, by November 30, 1999, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

LIBRARY

BROCK UNIVERSITY — University Librarian. Brock University invites applications and nominations for the position of University Librarian. The University is seeking a dynamic individual with the knowledge and ability to address the changing needs and demands of the modern library. The University Librarian reports to the Vice President, Academic and has overall responsibility for the leadership and management of the James A. Gibson Library. This appointment is for an unlimited term with a review every five years. The position is effective May 1, 2000. The James A. Gibson Library has collections in excess of 1.5 million items and maintains access to many electronic resources. With a staff of 65, of which 15 are professional librarians, and an annual budget of $4.7 million, the Library provides service to 342 faculty and to 10,000 undergraduate and 600 graduate students registered in six faculties. Further details are available at the Library's web site: http://www.brocku.ca/library/. The University Librarian is responsible for the development and management of services, collections and systems to support the teaching and research programmes of the University; for the development and management of the Library budget and the allocation of financial and human resources; for leadership and development of staff in a collegial working environment; for the continuing development of computer-based information systems and for the Library's participation in co-operative projects at the provincial, national, and international level. Applicants must have an ALA accredited MLS degree or equivalent accreditation in library and information science, and a minimum of 10 years experience as a librarian in progressively more responsible administrative positions in an academic library; an advanced degree in an academic discipline would be an asset. The successful candidate will have a thorough understanding of the role of the modern academic library and of the community of which it is a part; the imagination and flexibility to consider, evaluate and implement new approaches to the challenges of a rapidly changing library environment; strong written, oral, and interpersonal communication skills; experience and familiarity with information technology as it relates to library services and proven ability to represent the James A. Gibson Library effectively within the University and externally. Nominations and applications should include a statement of your view of the role of a University Librarian. Consideration of nominations and applications will begin January, 2000. Please forward information to: Dr. R. Terrance Boak, Vice President, Academic, Chair of the University Librarian Search Committee, Brock University, St. Catharines, ON L2S 3A1.

UNIVERSITY OF MANITOBA LIBRARIES — Reference Librarian, Sciences and Technology Library. The incumbent reports to the Head of the Sciences and Technology Library and participates in the development and roles and objectives of the Sciences and Technology Library; develops and maintains an understanding of the research and teaching programs primarily in the Faculties supported by the Library; provides reference services for library users utilizing both print and electronic resources, is responsible for the collection development program for Astronomy, Mathematics, Computer Sciences and Statistics; serves as a liaison between the library user and the Libraries; interpreting user needs to the Head and library policy to the user; participates in specific projects and committee appointments as assigned. Qualifications: A degree from an ALA-accredited library program required; an undergraduate degree in either mathematics or computer science is required; a graduate degree in mathematics or computer science is an asset. At least two years experience in an academic library in the areas of collection development and reference service is essential. Demonstrated knowledge of library information services, emerging information services, and their application to libraries is required. Knowledge of, and experience with, the use of computers, database searching and doing research on the Internet is required. Web development experience is desirable. Demonstrated ability to conduct effective bibliographic instruction is essential. Must be highly motivated and self-directed, and have a demonstrated ability to work independently as well as part of a team. Excellent communication and interpersonal skills are required to work successfully with patrons and staff in a variety of situations. The successful candidate should have a commitment to professional growth and is expected to participate in professional development activities. Effective Date: January 1, 2000 Ranks and Salary Ranges: Commensurate with qualifications and experience. Assistant Librarian: $39,753 - $51,886 per annum. This position has a two-year probationary period. Librarians enjoy academic status and are appointed to one of four ranks. General, Assistant, Associate and Librarian, with possibility of promotion. The filling of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three references, by November 30, 1999, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

MANAGEMENT

UNIVERSITY OF TORONTO — Joseph L. Rotman School of Management. Applications are invited from candidates with qualifications for positions in: (1) Accounting (Assistant/Associate Professor, tenure-track or with tenure); (2) Finance (Associate/Full Professor with tenure (two positions)); (3) Marketing (open rank, tenure-track or with tenure); (4) Organizational Behaviour (open rank, tenure-track or with tenure); (5) Strategic Management (Associate/Full Professor, with tenure), (6) Business Economics (Associate/Full Professor, with tenure); (7) Operations Management (Associate/Full Professor, with tenure), beginning July 1, 2000. Ph.D. or DBA degree (completed or near completion) is expected, preferably with excellent teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and professional experience. The positions are subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send by December 17, 1999, a letter of application with a curriculum vitae and the names of three references to: Dr. Peter Pauly, Associate Dean, Research & Academic Resources, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3E6; Fax (416) 978-5813; E-Mail pauly@fmgmt.mgmt.utoronto.ca.

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between January 1 and September 1, 2000. We are seeking someone with a Ph.D. who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at http://mansci2.uwaterloo.ca/faculty.html, and about the Department at http://mansci2.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before December 31, 1999, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax: 519-746-7252).

MANAGEMENT SCIENCE

UNIVERSITY OF TORONTO — The Division of Management at the University of Toronto at Scarborough is recruiting for a tenured position at the Associate Professor level in Management Science. Duties include undergraduate teaching in second year statistics and in upper level management science, and research. Candidates should have a Ph.D and a clearly established research agenda in management science, including a record of publications in well-regarded journals in the field of management science. The research record of a successful candidate must clearly meet the requirements for tenure at the University of Toronto. Candidates should also have experience in teaching at the university level, and evidence of teaching ability. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the University. Interested candidates should send a c.v., five recent published papers, evidence of teaching ability, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4 (borins@scat.utoronto.ca). Deadline for applications is Dec. 15, 1999. The position would begin on July 1, 2000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada, but international candidates will also be considered. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MANAGERIAL ECONOMICS

UNIVERSITY OF TORONTO — Managerial Economics. The Division of Management at the University of Toronto at Scarborough is recruiting for two tenure stream positions in Managerial Economics, both rank open. Duties include undergraduate teaching in managerial economics at the University of Toronto at Scarborough, MBA teaching in managerial economics at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should have a Ph.D. or equivalent, with evidence of excellence in research and teaching. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the University. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Michael Krashinsky, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4 (krashi@scat.utoronto.ca). Deadline for applications is Dec. 15, 1999. The position would begin on July 1, 2000. In accordance with Canadian immigration requirements this search is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MATHEMATICS

UNIVERSITY OF MANITOBA — Applications are invited for two full-time tenure Track positions, subject to final budgetary approval at the Assistant Professor level in the Department of Mathematics at the University of Manitoba, commencing July 1, 2000, or as soon as possible thereafter. Minimum qualifications are a Ph.D. in mathematics, evidence of strong research potential, and a strong commitment to teaching at the post-secondary level. The area of specialization of primary interest is functional analysis. Other fields of interest are partial differential equations and current areas of geometry. However, a truly outstanding candidate in any area will be considered. Duties will include undergraduate and graduate teaching and supervision, research, and service-related activities. The salary range for the position is $42,524 to $65,040. The Department of Mathematics has 29 tenured or tenure-track faculty members, together with several Instructors and sessional lecturers, and offers a full range of undergraduate and graduate programs in both pure and applied areas. Fifteen graduate students are currently enrolled in the M.Sc. and Ph.D. programs. The University of Manitoba is home to the Institute of Industrial Mathematical Sciences, which actively promotes links between faculty members and industry, and sponsors international conferences in a variety of mathematical disciplines. The Department of Mathematics is also home to the technical editing facilities of the Canadian Mathematical Society. Winnipeg is a city of about 650,000 that has a great deal to offer, both culturally and recreationally. The symphony, ballet, numerous choral groups, opera

QUEEN'S UNIVERSITY

Faculty of Education
Assistant Professor Positions

The Faculty of Education, Queen's University (www.educ.queensu.ca), invites qualified applications for six tenure-track positions, at the rank of Assistant Professor. The positions, subject to final budgetary approval, will begin July 1, 2000, July 1, 2001, or July 1, 2002.

Canadian & World Studies
Applicants should have academic qualifications in Canadian and world studies, and a corresponding record of research. Successful teaching at the elementary or secondary level and knowledge of the Canadian school system are required, as is an ability to provide curriculum leadership.

Educational Policy Studies
Applicants should have academic qualifications in Educational Policy or administration and a corresponding record of research. Demonstrated ability to teach in the area is important. Successful teaching in elementary or secondary schools is an asset. Expertise in a second area including, but not limited to, environmental education, curriculum studies, physical and health education, cultural/critical studies, or educational psychology is desirable.

Quantitative Approaches
Applicants should have academic qualifications in quantitative methodology, and evaluation, and a corresponding record of research. Demonstrated ability to teach in these fields is important. Successful teaching in elementary or secondary schools is an asset.

Special Education/Exceptional Learners
Applicants should have academic qualifications in special education, and a corresponding record of research. Successful teaching at the elementary or secondary level and knowledge of the Canadian school system are required, as is an ability to provide leadership in adaptive instruction.

English as a Second Language
Applicants should have academic qualifications in English as a Second Language and a corresponding record of research. Successful teaching in elementary, secondary, post-secondary, or adult education settings and knowledge of the Canadian school system are required, as is an ability to provide curriculum leadership.

Elementary Social Studies
Applicants should have academic qualifications in Social Studies and a corresponding record of research. Successful teaching at the elementary or secondary level and knowledge of the Canadian school system are required, as is an ability to provide curriculum leadership.

Requirements for all positions include a completed doctoral degree or equivalent, a well-defined research program, relevant work and/or teaching experience, and a record of scholarly and/or professional publications.

Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising MEd and PhD students and pre-service teachers, developing and maintaining relationships within the profession, and maintaining an active program of research and publication.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and is committed to diversity in the workplace. Queen's University welcomes applications from all qualified women and men, including Aboriginal people, people with disabilities, visible minorities, gay men and lesbians.

Applicants must include a letter of application, a curriculum vitae, one sample of recent scholarly or professional work, sample course outlines or teaching evaluations (if available), and the names and addresses (including fax and email addresses) of at least three persons to act as referees. These materials must be received by the Office of the Dean on or before *15 December 1999*. Applications and letters of reference should be sent to: *Rena Upitis, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6*; Phone: 613-533-6210; Fax: 613-533-6307.

UNIVERSITY OF CALGARY

MARKIN–FLANAGAN

On the edge and leading the way.
The University of Calgary is a contemporary university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

Markin–Flanagan distinguished writers programme
Residency opportunity for writers at University of Calgary

Applications are invited for promising Canadian writers for the position of Writer–in–Residence for an appointment from August 2000 to June 2001. The Markin–Flanagan Programme offers this residency in the English Department of the University of Calgary for emerging Canadian writers as a benefit to regional and local communities.

This 10–month appointment offers a salary of $37,500. Candidates should have produced between one and four books (or the equivalent), and preferably, but not necessarily, hold a University degree. The residency will include time for writing, manuscript consultations, public presentations, assistance with hosting other visiting writers, and other duties.

Applicants should submit a curriculum vitae, samples of published or written work, a statement of their interest in the residency and a single-page description of projects to be undertaken during the residency. They should send their application by mail or courier, as well as having three letters of reference sent to:
Dr. Pierre-Yves Mocquais, Dean of Humanities, Faculty of Humanities, Room SS 1346, University of Calgary, 2500 University Drive NW, Calgary, Alberta, T2N 1N4

Deadline for submissions is November 30, 1999.

The University of Calgary respects, appreciates and encourages diversity.

Further information: Sandra Vida, Coordinator
(403) 220-8177, svida@ucalgary.ca

www.ucalgary.ca

and several professional live theatre companies provide a cultural milieu unusual for a city of this size. In addition, the city is home to several professional sports teams. There are many opportunities nearby for a variety of outdoor activities in all seasons. The Winnipeg housing market is one of the most favorable in Canada to the home buyer. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees (together with e-mail addresses, if possible) to the address below, and they should include statements regarding research plans and teaching philosophy. At least one referee should be prepared to comment on the applicant's teaching. The deadline for applications is November 30, 1999. They should be sent to: Chair of the Search Committee, Department of Mathematics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2; E-mail: mathemail@umanitoba.ca. Telephone: (204) 474-8703, Fax: (204) 474-7611. Further information concerning the Department and the University may be obtained from our World Wide Web home page: http://www.umanitoba.ca/faculties/science/mathematics/

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for one or more tenure-track faculty positions at the rank of Assistant Professor. Applications will be considered from persons in any of the Department's main research areas: algebraic combinatorics, combinatorial optimization, continuous optimization, cryptography, and graph theory. A Ph.D. and proven ability or the potential for excellent research and effective teaching are required. Responsibilities will include the supervison of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send curriculum vitae, up to four selected reprints/preprints and the names, addresses, and email addresses of three references to: Prof. W.H. Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: combopt@math.uwaterloo.ca Web page: http://math.uwaterloo.ca/CandO_Dept/homepage.html Effective date of appointments: July 1, 2000. Closing date for receipt of applications is January 31, 2000. These appointments are subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Pure Mathematics at the University of Waterloo expects one or more tenure-track positions starting July 1, 2000. For one position, the Department is particularly interested in candidates whose research interests are related to Algebra or Number Theory, including their computational aspects. However candidates in any area of Pure Mathematics will be considered. In order to be considered for a position, a Ph.D. is required. Postdoctoral experience is preferred. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt of applications is January 14, 2000. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. The department's web page is at http://math.uwaterloo.ca/PM_Dept/homepage.html.

THE UNIVERSITY OF TORONTO solicits applications for a tenure-stream appointment in Analysis or Applied Mathematics. The appointment is at the University of Toronto at Mississauga, Erindale College at the level of Assistant Professor, to begin July 1, 2000. Candidates are expected to have at least three years experience in teaching and research after the Ph.D. and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications and experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor R.O. Buchweitz, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form at http://www.utoronto.edu/math/jobs. To ensure full consideration, this information should be received by January 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

MATHEMATICS & COMPUTER SCIENCE

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Mathematics and Computer Science Assistant Professor probationary (tenure-track) beginning 1 July 2000, more than one position may be available, subject to budgetary approval. A Ph.D. in computer science is required. Candidates in all areas of computer science will be considered but the department is especially interested in candidates specializing in database or networking. The successful applicant will be expected to develop a continuing research program and to seek external research funding as required, to teach at the undergraduate level, and to be an active citizen of the University. Opportunities also exist for the supervision of graduate students. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca or the Department's home page at www.cs.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Dr. W.H. Holzmann, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2474; E-mail: chair@cs.uleth.ca. The closing date for applications is January 31, 2000.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Mathematics and Computer Science. Assistant Professor three year term beginning 1 July 2000, subject to budgetary approval. A PhD in mathematics is required. Candidates in all areas of mathematics will be considered. The successful applicant will be expected to develop a continuing research program and to seek external research funding as required, to teach at the undergraduate level, and to be an active citizen of the University. Opportunities also exist for the supervision of graduate students. The ability to teach introductory level computer courses or computer literacy courses is an asset. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca or the Department's home page at www.cs.uleth.ca. In accordance with Canadian immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Dr. W.H. Holzmann, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2474; E-mail: chair@cs.uleth.ca. The closing date for applications is January 31, 2000.

MATHEMATICS & STATISTICS

YORK UNIVERSITY — Department of Mathematics and Statistics. Position in Statistics. Applications are invited for a tenure-track appointment in Statistics at the Assistant Professor level in the Department of Mathematics and Statistics, to commence 1 July 2000, subject to budgetary approval. The successful candidate will be expected to have demonstrated research excellence in Statistics, and must have a Ph.D. and evidence of superior teaching ability. The decision process will begin on 3 January 2000. Applicants should send resumes and arrange for at least three letters of recommendation to be sent directly to: Alan Dow, Chair, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3; FAX: (416)736-5757; e-mail: chair@mathstat.yorku.ca. York is implementing a policy of employment equity, including affirmative action for women faculty. The Department encourages applications from women, under-represented minorities, First Nations, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Department of Mathematics and Statistics. Faculty Positions in Information Technology As part of a strategic plan to develop technology-related programs, York University is seeking faculty applicants for a new program in Information Technology. The program commenced in September 1999. The Information Technology program is interdisciplinary. While emphasizing core topics in Computer Science, Mathematics, and Statistics, the program also recognizes the need for our graduates to work in multifaceted organizations within today's information-centric economy. Thus, the program also embraces disciplines such as Economics, Humanities, Social Science, History, Philosophy, and Psychology. The program of study culminates in a Bachelor of Arts degree. It is the vision of the program that graduates become "IT professionals". Typically, they work for organizations that intensively use technology, but whose product is some other service or commodity. In a general sense, this is in contrast to computer science graduates who work for companies whose product is technology. IT professionals play a critical role in many organizations, because their task is the effective integration and deployment of information technology in realizing the corporate mission. As such, the skill set of the IT professional is different than that of the computer scientist. The program is anticipated to grow to over 400 students in the next few years. This academic year, subject to budgetary approval, we are seeking to appoint two individuals who will provide leadership and who will contribute to the ongoing development of the program. The positions are tenure-track, rank commensurate with qualifications and experience, and could carry tenure at the outset. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with PhDs in fields other than computer science are encouraged to apply, but computing or information technology should form a central component in the individual's education and research. We are seeking applicants with research interests in any area of information technology provided there is a clear potential for significant contribution to the core of the program. Interest in network administration and management, database systems, or human-computer interaction is an asset. Enquiries and applications, with curriculum vitae, should be sent to: Alan S. Dow, ITEC Search Coordinator, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3; E-mail: dowa@yorku.ca Applicants should arrange for three letters of reference to be sent to this same address. At least one of the letters should address teaching. More information on the program can be found at http://www.itec.yorku.ca/. As required by Canadian immigration, this advertisement is directed to citizens or permanent residents of Canada. The decision process will begin January 15, 2000 and will continue until the positions are filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. Qualified women are strongly encouraged to apply.

MCMASTER UNIVERSITY — Department of Mathematics & Statistics. The Dr. F. Ronald and Helen E. Britton Chair in Mathematics. The Department of Mathematics & Statistics, McMaster University, invites applications for the Britton Chair in Mathematics, with anticipated starting date July 1, 2000. The Chair will be a tenured appointment in the Department of Mathematics & Statistics. The successful candidate for the Chair should be internationally recognized for his or her fundamental contributions to research in a major area of mathematics, and be actively engaged in significant research projects. The successful candidate should have attracted substantial research grant support and demonstrated leadership in organizing research efforts through the supervision of graduate students and postdoctoral fellows. Two post-doctoral positions, the Britton Postdoctoral Fellowships, support the research activities of the Chair. They are appointed by the Department on the recommendation of the Britton Professor of Mathematics. The salary will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be received before December 1, 1999 by: P.G. Sutherland, Dean, Faculty of Science, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

MCMASTER UNIVERSITY — Department of Mathematics & Statistics, Analysis. The Department of Mathematics & Statistics, McMaster University, invites applications for a tenure-track Assistant Professorship starting July 1, 2000. Candidates should have a Ph.D. and a research record of high quality in a major area of Analysis, as well as demonstrated interest and ability in teaching. Areas of particular interest to the Department are Partial Differential Equations, Geometric Analysis, and Gauge Theory. The salary and rank will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Applications, including curriculum vitae and three letters of reference, should be received before December 1, 1999 by: I. Hambleton, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

MCMASTER UNIVERSITY — Department of Mathematics & Statistics, Algebra & Number Theory. The Department of Mathematics & Statistics, McMaster University, invites applications for a tenure track Assistant or Associate Professorship starting July 1, 2000. Candidates should have a Ph.D. and a research record of high quality in a major area of Algebra or Number Theory, as well as demonstrated interest and ability in teaching. The salary and rank will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be received before December 1, 1999 by: I. Hambleton, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

MCMASTER UNIVERSITY — Department of Mathematics & Statistics, Applied Mathematics & Statistics. The Department of Mathematics & Statistics, McMaster University, invites applications for a tenure-track Assistant or Associate Professorship starting July 1, 2000. Candidates should have a Ph.D. and a research record of high quality in a major area of Applied Mathematics or Statistics, as well as demonstrated interest and ability in teaching. The salary and rank will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be received before December 1, 1999 by: I. Hambleton, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

SIMON FRASER UNIVERSITY — Faculty Appointment in Mathematics. The Department of Mathematics and Statistics of Simon Fraser University has two positions in mathematics to be filled over the next two years. One position will start September 1, 2000, the second a year later. Applicants will be expected to have completed a Ph.D. degree at the time of appointment and to have demonstrated a strong teaching and research potential. The appointments will most likely be made at the level of Assistant Professor

BROCK UNIVERSITY

TENURE-TRACK POSITIONS
Faculty of Business

Applications are invited for probationary (tenure track) positions: One in Entrepreneurship, and two in Management Information Systems/Information Technology to commence July 1st, 2000. The applicants will hold a PhD (or near completion) in the relevant area and will be expected to develop a strong research program and to participate fully in teaching at the undergraduate level. These three positions are subject to final budgetary approval. Academic rank and salaries are commensurate with qualifications.

The Faculty of Business includes the Department of Accounting and Finance and the Department of Management, Marketing and Human Resources. Master of Accountancy and Honours (both Co-op and non Co-op) degrees in Accounting and Pass and Honour degrees (both Co-op and non Co-op) in Business Administration are offered by the Faculty and joint degrees with the Departments of Economics, Politics, and Computer Science. The Faculty has 49 full time faculty and staff members and approximately 1500 FTE students. More information on Brock University can be found on the University's website: www.BrockU.Ca

Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women and men candidates are equally encouraged to apply.

To Apply — Applications will be accepted until positions are filled. Applicants should submit a curriculum vitae, a statement of research interests and the names of 3 referees should be sent to:

Dr. Eli Levanoni, Chair,
Department of Management
Marketing and Human Resources
Faculty of Business, Brock University
St. Catharines, Ontario L2S 3A1
Fax: (905) 984-4188
Email: elevanon@spartan.ac.brocku.ca

Department of Physics
University of Toronto

Assistant Professor Experimental Nonlinear or Biological Physics

The Department of Physics will make a tenure track appointment at the rank of Assistant Professor with an expected starting date of 1 July 2000. An appointment at a higher rank may also be considered.

We seek candidates with a Ph.D. in Physics, with proven or potential excellence in both research and teaching. Our goal is to find a candidate with a strong experimental background and an innovative, interdisciplinary outlook. We are interested in the general area of physics far from equilibrium: nonlinear physics (e.g. pattern formation, granular media, fracture) or biological physics (e.g. DNA dynamics, chemotaxis). We also invite outstanding candidates working in related areas of experimental soft condensed matter physics to apply. Salary will be commensurate with qualifications and experience.

Applications, including a curriculum vitae, a summary of proposed research and three letters of reference should be sent to:

Professor Pekka Sinervo
Chair, Department of Physics
University of Toronto
60 St. George Street
Toronto, Ontario M5S 1A7
Canada

The deadline for the receipt of applications and letters of recommendation is **30 November 1999**. We urge prospective candidates to visit our home page at http://www.physics.utoronto.ca/.

The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

"This is the place to be. There is no place like it in Canada."

University of Windsor Professor Gene Burger

Mechanical and Materials Engineering Professor Gene Burger is new at the University of Windsor. Why did he choose to work here?

For Burger, it's "the opportunity to develop yourself. You can spread your wings a bit and move into new areas."

Meeting your potential is what Windsor is all about. We have new facilities for teaching and research. Our students earn "the degree that works" aquiring the necessary knowledge and sought-after skills to prepare them to meet the challenges of the 21st century.

Today, you'll find a fresh spirit of optimism and achievement on campus. Student enrolment is up; admission applications are well above the provincial average. There's a renewed commitment to leading-edge research and to teaching excellence. We're getting noticed. Worldwide. Major articles in *The Globe and Mail*, *New York Times* and *Los Angeles Times*, have heralded our increased enrolment of students from across North America and around the world. We've recently won research partnership awards from the Conference Board of Canada and NSERC.

We continue to build our reputation and our strengths. During the next three years, we plan to hire more than 100 new tenure-track faculty. We need innovative, talented and committed scholars. Positions are available right now, and more will be approved throughout the year. (Please refer to our website www.uwindsor.ca/facultypositions for our latest offerings.)

For more information, call Dr. Janice Drakich, Director, Faculty Recruitment and Retention, directly at 1-877-665-6608.

the degree that works

UNIVERSITY OF WINDSOR

Visit our website: www.uwindsor.ca/facultypositions or call 1 877-665-6608.

although the department is seeking authorization to appoint at higher rank. The department's first priority is discrete mathematics; the second priority is for algebra or number theory. However, specialists in other areas may apply. Applications, including a curriculum vitae and descriptive statements on research plans and teaching activities, should be sent by 10 January, 2000 to: Dr. L. Berggren, Chair Department of Mathematics and Statistics Simon Fraser University Burnaby, BC V5A 1S6 Canada. Please arrange for three letters of reference to be sent, in confidence, from the referees. Further information on the department and the university can be found on the WWW site http://www.math.sfu.ca/mast_home.html. These positions are subject to final budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY — School of Mathematics and Statistics. Due to recent retirements the School of Mathematics and Statistics is rebuilding its faculty complement and invites applications in all areas for several tenure-track positions at the level of Assistant Professor to begin July 1, 2000. Applicants should have a Ph.D. in mathematics or statistics, a demonstrated potential for research and a strong commitment to excellence in teaching. Priority will be given to candidates who can support the growth in the "Access to Opportunities" programs of the School and the University (for more information see http://www.math.carleton.ca). These positions are subject to budgetary approval. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. Thomas S. Williams, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. The deadline for applications is December 15, 1999 or until all positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a research plan and arrange for three letters of recommendations to be sent to Erhard Neher, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON, Canada K1N 6N5 by December 20, 1999. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. The University of Ottawa has a student population of over 25 000. It has a full range of academic and professional programs, several research institutes, and is near the federal government with all its agencies and laboratories. The region is home to Canada's biggest concentration of high-tech companies. The Department of Mathematics and Statistics has 28 full-time faculty members, 25 of whom hold national research grants. Shared computing facilities (Sun, RS/6000) with mathematical and statistical software are available for the successful applicant. Please consult (HYPERLINK http://www.science.uottawa.ca/mathstat for further information.

UNIVERSITÉ D'OTTAWA — Le Departement de mathématiques et de statistique de l'Université d'Ottawa met au concours un poste menant à la permanence au niveau de professeur(e) adjoint(e). Entrée en fonction: le 1er juillet 2000. Pour poser sa candidature, il faut avoir reçu, récemment, un doctorat en mathématiques ou en statistique. Les candidates et candidats de tout domaine de mathématiques ou de la statistique seront considérés, mais les priorités du département sont en mathématiques appliquées modernes, en statistique, en algèbre et en analyse. Dans un avenir rapproché, la candidate ou le candidat devra enseigner en français et en anglais. Le bilinguisme actif est une condition exigée pour la permanence. Conformément aux exigences presentes en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les dossiers de candidature doivent comprendre un curriculum vitae, un plan de recherche et trois lettres de recommandation. Ils doivent parvenir au directeur du département, Erhard Neher, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa, ON, Canada K1N 6N5 au plus tard le 20 décembre 1999. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. L'Université d'Ottawa offre à plus de 25 000 étudiants une gamme complète de programmes d'études. En plus du gouvernement fédéral, de ses agences et de ses laboratoires, la région abrite la plus grande concentration d'entreprises de haute technologie au pays. Le département de mathématiques et de statistique est composé de 28 professeurs dont 25 reçoivent des fonds de recherche d'organismes nationaux. Des ordinateurs (Sun, RS/6000) munis de logiciels de mathématiques et de statistique sont disponibles. Pour plus de renseignement voir (HYPERLINK http://www.science.uottawa.ca/mathstat

MCGILL UNIVERSITY — The Department of Mathematics and Statistics of McGill University invites applications for a tenure track position in statistics at the assistant professor level. A Ph.D. degree in statistical science is essential. Preferred areas of specialization are computational statistics, sample surveys and time series analysis, although not exclusively so. Preference will be given to applicants with a strong theoretical background in statistics, whose work is driven by applications. The appointment is to begin July 1, 2000. Applicants are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the research interests of the Department and to its educational programs at both the undergraduate and graduate levels. Applications, with a curriculum vitae, a list of publications, a research proposal, an account of teaching experience and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor K. GowriSankaran, Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates are also encouraged to include copies of up to 3 selected publications with their application. To ensure full consideration, applications must be received by November 30, 1999, although the search will continue until the position is filled. McGill University is committed to equity in employment and in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ MCGILL — Le département de mathématiques et de statistique de l'Université McGill cherche à pourvoir un poste en statistiques au niveau de professeur(e) adjoint(e), menant à la permanence. Un doctorat en statistique est essentiel. Les domaines prioritaires sont l'échantillonnage, la statistique informatique ou l'analyse des séries chronologiques; ces priorités ne sont pas exclusives. La préférence sera accordée aux candidat(e)s ayant une forte formation theorique en statistiques et dont les travaux sont motivés par des applications. La date d'entrée en fonction sera le premier juillet 2000. Les candidat(e)s devront avoir démontré leur capacité de mener à bien une recherche indépendante et de haut niveau. Parmi les critères de selection des candidat(e)s figurent leurs realisations en recherche, ainsi que leurs contributions potentielles aux activités de recherche du département et à ses programmes d'enseignement à tous les cycles. Les demandes, comprenant un curriculum vitae, une liste de publications, un aperçu des projets de recherches, une description de l'expérience acquise en enseignement et les noms, numéros de téléphone et adresses électroniques d'au moins quatre répondants (dont un pourra commenter les qualités d'enseignant du/de la candidat(e)) doivent être envoyées à: Professeur K. GowriSankaran, Directeur, Département de mathématiques et statistique, Université McGill, 805, rue Sherbrooke ouest, Montréal (Québec) Canada H3A 2K6. Les candidat(e)s doivent demander à leurs répondants d'envoyer leurs lettres de recommandation directement à l'adresse ci-dessus. Ils sont également invités à inclure en annexe à leur demande des copies de trois de leurs publications au plus. Pour être prises pleinement en considération, les demandes devront être reçues le 30 novembre 1999 au plus tard. Les recherches se poursuivront jusqu'a ce que le poste soit comblé. L'Université McGill souscrit à l'équité en matière d'emploi et, conformément à la législation canadienne en matière d'immigration, accorde la priorité aux citoyens canadiens et aux résidents permanents du Canada.

MEDIEVAL STUDIES

UNIVERSITY OF TORONTO — Medieval Latin: Applications are invited for an entry level tenure-track position in Medieval Latin at the Centre for Medieval Studies, University of Toronto, beginning 1 July 2000. The appointee will be expected to demonstrate a clear commitment to language pedagogy, and will work closely within the Centre's Medieval Latin program, teaching and examining graduate students at the Centre at all levels. Candidates must be trained in both Classical and Medieval Latin, with specialist graduate training in Medieval Latin as a primary discipline and as a clear focus of their research interests. Training in palaeography and codicology is also very desirable, as are teaching interests in other areas of medieval studies. Salary will be commensurate with qualifications and experience. Dossiers, including three letters of reference, should be sent by 15 December 1999 to Prof. David Klausner, Director, Centre for Medieval Studies, University of Toronto, 39 Queen's Park Crescent East, Toronto, Ontario M5S 2C3, Canada. This is an international search, but in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages application from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Further information on the Centre can be found at <http://www.chass.utoronto.ca/medieval/>.

MICROBIOLOGY

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure-track position, subject to final budgetary approval, at the Assistant Professor level, in Molecular Genetics, Department of Microbiology at the University of Manitoba, commencing April 1, 2000, or on a date mutually agreed upon. Minimum qualifications are a Ph.D. in molecular genetics or allied discipline, the completion of two years of post-doctoral experience at the time of hiring and evidence of a strong research potential. Expertise in the area of molecular genetics of fungi or bacteria is preferred. Duties will include undergraduate teaching, graduate teaching and supervision, research and service-related activities. The salary range for the position is $42,524 to $65,040. The Department currently has 12 full time tenure track faculty members and two instructors, and offers a full range of both undergraduate and graduate programs in biochemistry, microbiology, biotechnology and genetics. The Department has a well-established and equipped research facility. Further information about the Department and the University can be obtained from <http://www.umanitoba.ca/>. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a description of teaching philosophy and a summary of research interests including a brief research proposal to the address below. Applicants should also arrange to have three letters of reference sent to the same address. The closing date for applications is December 15, 1999. Dr. P.C. Loewen, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Further information about the position can be obtained from <Peter_Loewen@umanitoba.ca> or (204) 474-8334.

MODERN LANGUAGES

UNIVERSITY OF ALBERTA — The Department of Modern Languages and Cultural Studies, University of Alberta invites applications for a tenure track position in Spanish and Latin American Studies, effective July 1, 2000, at the rank of Assistant Professor in the Department of Modern Languages and Cultural Studies. Entry level salary for Assistant Professors is currently $42,034. The successful candidates will have a PhD, native or near-native proficiency in Spanish, demonstrated research competence, and strong teaching potential. Applicants should be very well qualified in an area of specialization in Latin American Studies and be able to contribute courses to programs in Spanish and Latin American Studies both on the general cultures of Latin American and in their area of specialization at undergraduate and graduate levels. Applicants should have a strong "cultural studies" orientation to their teaching and research, have relevant interdisciplinary interests and be open to collaboration with other departments and other disciplines in the Department of Modern Languages and Cultural Studies. In addition to applicants with a specialization in literature, the Department is also interested in hearing from candidates with interests in film, media, popular culture, or other cultural phenomena. The successful candidate will also be expected to contribute to the language program in Spanish and should be able to offer a secondary interest in one or more of the following areas: computer assisted language learning, translation, business Spanish, or Spanish for special purposes. Knowledge of another Romance language, or of a Germanic or Slavic language would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume, all university transcripts, and three letters of recommendation, should be sent by December 15, 1999 to: Dr. Donald Bruce, Chair, Department of Modern Languages and Cultural Studies: Germanic, Romance, Slavic, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. E-mail inquiries may be directed to dolores.wohland@ualberta.ca; Telephone (780) 492-1997; Fax: (780) 492-9106. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MOLECULAR BIOLOGY

UNIVERSITY OF MANITOBA — A research associate/assistant position is available in breast cancer research to work on estrogen action, growth factor action and molecular pathology. A good biochemical background is essential and experience in the techniques of molecular biology and/or cell biology is desirable. Experience in Western Blotting and/or immunohistochemical analysis would be an advantage. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Please send or e-mail a cover letter, CV and the names, addresses and telephone numbers of three references to: Dr. L. Murphy, Department of Biochemistry & Medical Genetics, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3, Fax: (204) 789-3900; Phone: (204) 789-3233; e-mail: lmurph@ccumanitoba.ca by December 15, 1999

MOLECULAR BIOLOGY & GENETICS

UNIVERSITY OF GUELPH — The Department of Molecular Biology and Genetics at the University of Guelph is seeking applications from qualified candidates for two tenure-track faculty positions. The appointments will be made at the Assistant Professor level with a start date of July 1, 2000 (negotiable). We require a PhD and appropriate postdoctoral training, an outstanding research record, including publications of high quality, the proven ability to work well with others, an established interest in teaching, and enthusiasm and ideas that will excite and inspire students. The successful candidates will be expected to develop and sustain innovative, internationally competitive research programmes supported by external funding, and to contribute to the department's excellence in graduate and undergraduate teaching. The department has 11 faculty members, 10 post-doctoral fellows, and 30 graduate students. Department members attracted $1,700,000 in peer-reviewed external funding in 1997 - 1998 and expects to greatly exceed this amount in 1999 with the approval of multi-year awards from the Canadian Foundation for Innovation, and the Ontario Research and Development Challenge Fund. Guelph is one of Canada's most research-intensive universities, and can provide a wide range of unique resources and collaborative opportunities to faculty pursuing plant and animal molecular genetic research. Animal Geneticist/Molecular Biologist: The incumbent will have noteworthy oppostunities and resources for applying contemporary molecular genetic approaches to current problems in animal agriculture. These resources include transgenic greenhouses, animal isolation facilities, integrated field stations, a transgenic animal laboratory, and advanced diagnostic and analytical services. Plant Molecular Geneticist: The successful candidate

Assistant Professor in English

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a contemporary university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The University of Calgary, **Department of English**, invites applications for a tenure-track position at the rank of Assistant Professor, effective 1 July 2000. We are seeking strong candidates with a completed or nearly-completed PhD and expertise in twentieth-century American literature in the context of International Modernism. Competence in American literature of earlier periods would be an asset.

Applicants should send a curriculum vitae, an article-length publication or a writing sample of no more than 10 pages, and evidence of teaching effectiveness, and arrange to have three letters of reference forwarded directly to: **Murray McGillivray**, Chair, Department of English, University of Calgary, 2500 University Dr. NW, Calgary, Alberta T2N 1N4

Only applicants whose dossiers are complete by 10 January 2000 will be considered. Applicants whose dossiers are complete by 10 December 1999 may be contacted for a preliminary interview at MLA.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

University of Alberta
Edmonton

Research Associate in Animal Genetics/Genomics

Department of Agricultural, Food and Nutritional Science

Advancing Animal Genomics in the Next Century

The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta invites applications for a research associate in animal genetics/genomics as part of a major development of its production efficiency and sustainability research and teaching capabilities. The position has a salary range of $40,000 - $55,000 and a full benefits package.

Research specialization in animal breeding or quantitative genetics and a demonstrated high skill level in estimation of QTL effects in livestock species is essential. Expertise in the development and application of MCMC and other statistical aspects of quantitative genetic analysis including least squares and maximum likelihood as well as ability to construct linkage maps and experience with linkage map packages such as Cri-Map, MapMaker QTL or QTL cartographer are highly desirable. Ability in programming and database management in a UNIX environment would be advantageous. Applicants must have a PhD degree in a relevant discipline. The successful applicant may be required to teach at the undergraduate and graduate level, assist in the supervision of MSc and PhD students and help prepare grant applications for external funding to support the genomics initiative at the University of Alberta. Candidates should note that this position constitutes part of a larger initiative at the University of Alberta in beef cattle structural and functional genomics and as such the applicant would be expected to work as part of the team developing this area.

The successful applicant is expected to develop collaborative research programs with scientists at the University of Alberta (www.ualberta.ca), Alberta Agriculture, Food and Rural Development (www.agric.gov.ab.ca), Agriculture and Agri-Food Canada (www.agr.ca) and with industry. The University of Alberta has excellent research facilities and equipment, including a Molecular Biology and Biotechnology Centre, numerous specialized analytical laboratories, modern greenhouses and controlled-environment facilities, and excellent beef, dairy, pork and poultry research centres.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered

Applications, including a statement of research and teaching interests, curriculum vitae, and the names of three referees should be sent to:

Dr. Stephen Moore
Department of Agricultural, Food and Nutritional Science
University of Alberta
Edmonton, Alberta
Canada T6G 2P5

Closing date for applications is December 15th, 1999. For further information on this position contact Dr. Moore at Tel: (780) 492-0169, Fax: (780) 492-4265, E-mail stephen.moore@ualberta.ca or visit our web site at www.afns.ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

would also become a member of the University of Guelph Food System Biotechnology Centre, an initiative jointly funded by the Province of Ontario, the University of Guelph, and their industrial partners, to pursue research in agricultural biotechnology. Resources available include transgenic greenhouses, animal isolation facilities, integrated field stations, and advanced diagnostic and analytical services. The University of Guelph is committed to an employment equity programme that included special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. These appointments are subject to final budgetary approval. Applications should include a curriculum vitae, an outline of research interests, and the names and phone numbers of three individuals willing to provide references. Please direct them to: Dr. David Evans, Chair, Department of Molecular Biology and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 by December 15, 1999.

MUSIC

THE UNIVERSITY OF WESTERN ONTARIO invites nominations and applications for the position of Chair of the Music Performance Studies Department, Faculty of Music. Almost all of the Faculty's approximately 350 undergraduate students take studio instruction and participate in ensembles; about 25% are Performance majors in Honors B Mus and Artist Diploma programs. The graduate program serves approximately 70 students, one third of whom are pursuing the Master of Music Literature and Performance degree. The Music Performance Studies Department currently includes 14 full-time and 37 part-time faculty. The selected candidate is expected to support and develop the Department's leadership role in the discipline. Applicants and nominees should show evidence of a strong commitment to undergraduate and graduate teaching, a recognized national and international performing career, a strong research record, and administrative experience. This academic appointment will be at the rank of Associate or full Professor with tenure and will be effective 1 July 2000. A Senate selection committee will recommend a chair for a three- to five-year term, renewable. Nominations and applications, with a detailed curriculum vitae and the names of three referees, should be sent to: Dean J.L. Stokes Faculty of Music Talbot College The University of Western Ontario London, Ontario N6A 3K7 Please do not send recordings at this time. Consideration of applications will begin December 1999. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF ALBERTA — Department of Music seeks to appoint an Artist/Teacher to a full-time, tenure track position in Piano at the Assistant Professor to mid-rank Associate Professor level, depending on qualifications and experience (1999 - 2000 salary range $42,054 to $61,596). Applicants should have a prominent performing career, a record of excellence in teaching and a doctoral degree or equivalent professional experience. Primary teaching responsibility will be studio teaching from the undergraduate through doctoral levels, with additional teaching of chamber music and/or other courses according to the department's need and the candidates interest. The successful candidate will be expected to maintain an active performance career, including solo and collaborative performing within the department's thriving music-making culture. All academic staff are expected to participate in graduate supervision and departmental committee work. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a letter of application, curriculum vitae, official transcripts of graduate work, and three confidential letters of reference to: Dr. Fordyce Ker, Chair, Department of Music, University of Alberta, Edmonton, Alberta, Canada, T6G 2C9. Application deadline is January 15, 2000 Appointment date is July 1, 2000 Performance tapes may be requested at a later date. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

NUTRITION

BRESCIA COLLEGE, affiliated with The University of Western Ontario, invites applications for a full-time position starting July 1, 2000 to teach principles of management and food service administration as well as to supervise practica in the latter area. Applicants with a PhD are preferred, but those with the MSc will be considered. RD or eligibility for RD certification is an asset as is experience in the food service field. Rank and salary will be commensurate with qualifications and experience. Candidates should send a letter of application, CV, and names and addresses of three references to Dr. Elizabeth Bright-See, Chair of the Department of Human Ecology, Brescia College, 1285 Western Road, London, Ontario N6G 1H2. The application deadline is January 10, 2000. In accordance with Canadian immigration requirement, Canadian citizens and permanent residents will be given first consideration. Brescia is committed to employment equity.

BRESCIA COLLEGE, affiliated with The University of Western Ontario, invites applications for a full-time position starting July 1, 2000 to teach and supervise practica in the Clinical Nutrition area. This position is subject to budgetary approval Applicants with a PhD are preferred, but those with the MSc will be considered RD or eligibility for RD certification is required Clinical experience is also an asset Rank and salary will be commensurate with qualifications and experience. Candidates should send a letter of application, CV, and names and addresses of three references to Dr. Elizabeth Bright-See, Chair of the Department of Human Ecology, Brescia College, 1285 Western Road, London, Ontario N6G 1H2. The application deadline is January 10, 2000. In accordance with Canadian Immigration requirement, Canadian citizens and permanent residents will be given first consideration. Brescia is committed to employment equity.

ORGANIZATIONAL BEHAVIOUR

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business, at the University of Western Ontario, invites applications for a probationary tenure-track position or limited term position in Organizational Behaviour starting Fall 2000. Qualifications include an earned doctorate in management, evidence of (or potential for) teaching excellence, and the potential to conduct high quality research. The Richard Ivey School of Business is recognized world-wide for the quality of its management education. The School's major activities include: a highly regarded MBA program, a selective undergraduate program, a well established doctoral program active in most major areas of management; as well as executive education programs for managers, including an expanding Executive MBA program and videoconferencing Executive MBA program. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. The School generously supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. As part of the school's recruiting campaign, approximately a dozen faculty with research interests in Organizations and Strategic Management have joined the faculty in the past few years. Recent faculty recruits include graduates of M.I.T., Carnegie-Mellon, Harvard, Northwestern, SUNY-Buffalo, Pennsylvania State, and U.N.C.-Chapel Hill. The School is located in London, Ontario, a community of 326,000 equidistant from Toronto and Detroit. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Calgary, Edmonton, Toronto, London, Ottawa and Montreal. One Executive MBA facility is situated in Mississauga, just outside Toronto. A second conference facility is located in Hong Kong, designed to support the school's Executive MBA program in Asia. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with approximately 26,000 full-time students. The School seeks candidates for a probationary tenure track or limited term position at the level of Assistant, Associate, or Full Professor in the area of Organizational Behaviour. The position is available to begin in September, 2000 or possibly sooner. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. Because the School is embarking on a substantial program of teaching and research activities in Asia, a capability in Mandarin or Cantonese would be an asset (but is not required). Applications with especially strong research and teaching records will be considered for a tenured Associate Professor or Full Professor position. Because of the School's significant presence in executive programs, tenured faculty are expected to teach in programs for senior managers. This position is subject to budget approval. All interested individuals are invited to apply However, In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Brian Golden, Organizational Behaviour Area Coordinator, the Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by November 15, 1999. The review of applications will continue until the position(s) have been filled, but applicants are encouraged to apply as early as possible. Phone: 519-661-4178; Fax: 519-661-3959; E-mail: bgolden@ivey.uwo.ca

PATHOLOGY & LABORATORY MEDICINE

UNIVERSITY OF BRITISH COLUMBIA — Postdoctoral Research Fellow, Animal Models in Diabetes. Location: Vancouver Vascular Biology Research Centre, Department of Pathology and Laboratory Medicine, St. Paul's Hospital, University of British Columbia, Vancouver, BC, Canada. Description: The Vancouver Vascular Biology Research Centre, St. Paul's Hospital and the University of British Columbia offers research training opportunities in applied and basic research relative to vascular diseases. The research focus is on development of an atherosclerotic mouse model of diabetes mellitus. There is an exciting opportunity to gain experience in translational research in a wide range of cardiovascular diseases in a strong interdisciplinary environment. Requirements: A Ph.D. or equivalent training from Departments of Biochemistry and Molecular Biology, Immunology, Cell Biology, Experimental Medicine, Pathology and Laboratory Medicine, or Veterinary Medicine would be appropriate for this position. Thorough experience in molecular biology, cell culture, small animal handling, radioisotopes, computing, and transgenic techniques are definite assets. Duration and Salary: The position is available for up to a 3-year term, with the expectation that the applicant will apply for competitive outside funding. There will be a 6-month probationary period. Salary will be commensurate with qualifications and experience, and according to UBC/MRC/NSERC guidelines. UBC hires on the basis of merit and is committed to employment equity We encourage all qualified persons to apply. Deadline: Open until filled (position available September 1, 1999). Contact: Interested individuals should submit a letter of intetest, curriculum vitae, and names, e-mail addresses and telephone numbers of 3 references to: Bruce M. McManus, MD, PhD, Vancouver Vascular Biology Research Centre, Department of Pachology and Laboratory Medicine, St. Paul's Hospital, University of British Columbia, 1081 Burrard Street, Vancouver BC V6Z 1Y6; Tel: 604-806-8200; Fax: 604-806-8208; Email: mcmanus@interchange.ubc.ca and jmcmanus@mri.ubc.ca

UNIVERSITY OF BRITISH COLUMBIA — Position: Post-doctoral Research Fellow, Inflammatory and Infectious Basis of Heart Failure. Location: Cardiovascular Research Laboratory, Department of Pathology and Laboratory Medicine, St. Paul's Hospital, University of British Columbia, Vancouver, BC, Canada. Description: The Cardiovascular Research Laboratory, St. Paul's Hospital and the University of British Columbia offers multr-facted research training opportunities in applied and basic research relative to the basis of heart failure. The research focus is on the inflammatory and infectious basis of heart failure. There is an exciting opportunity to gain experience in translational research in a wide range of cardiovascular diseases carried forward in a very strong interdisciplinary environment. Requirements: A Ph.D. or equivelent training from Departments of Biochemistry and Molecular Biology, Immunology, Cell Biology, Experimental Medicine. Pathology and Laboratory Medicine, or Veterinary Medicine would be appropriate for this position. Thorough experience in molecular biology, cell culture, small animal handling, radioisotopes, image analysis, and computing are definite assets. Duration and Salary: The position is available for up to a 3-year term, with the expectation that the applicant will apply for outside competitive funding. There will be a 6-month probationary period. Salary will be commensurate with qualifications and experience, and according to UBC/MRC/NSERC guidelines. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Deadline: Open until filled (position available September 1, 1999). Contact: Interested individuals should submit a letter of interest, curriculum vitae, and names, e-mail addresses and telephone numbers of 3 references to: Bruce M. McManus, MD, PhD, Vancouver Vascular Biology Research Centre, Department of Pathology and Laboratory Medicine, St. Paul's Hospital, University of British Columbia, 1081 Burrard Street, Vancouver BC V6Z 1Y6; Tel: 604-806-8200; Fax. 604-806-8208; Email: mcmanus@interchange.ubc.ca and jmcmanus@mri.ubc.ca.

PEDIATRICS & CHILD HEALTH

UNIVERSITY OF MANITOBA — The Department of Pediatrics and Child Health, University Manitoba and the Child Health Program of the Winnipeg Hospital Authority are seeking a Pediatric Intensive Care Physician to fill a geographic full time contingent position at the rank of Assistant/Associate Professor. The PICU is a tertiary level 13 bed unit caring for a wide variety of medical and surgical critical pediatric illnesses. Qualifications include successful completion of training in Pediatrics, Anesthesia or Pediatric Surgery. In addition, the successful candidate will have successfully completed training in a pediatric critical care fellowship program and have demonstrated excellence in performing clinical duties and teaching unit-based residents and nurses. Strong interpersonal skills, commitment to the care of children and families and interest in outreach educational programs or research are necessary. Candidates must have Senior Specialty qualifications in Pediatrics, Anesthesia or Pediatric Surgery in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification by the Royal College of Physicians and Surgeons of Canada is preferred. Rank and salary will be commensurate with qualifications and experience. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply in writing, including a curriculum vitae and a brief outline of specific interests and goals in both the short and long term to. Dr. M. Kesselman, Director, Pediatric Intensive Care Unit, AE203, 820 Sherbrook Street, Winnipeg, Manitoba, Canada R3A 1R9. Deadline for receipt of applications is December 15, 1999.

Dalhousie University

Faculty of Pharmacology
Assistant Professor

The Department of Pharmacology is seeking an individual with expertise in an area of biochemistry/molecular biology that would complement a research group interested in cardiac contraction and electrophysiology. The successful applicant will have a PhD (or equivalent) and postdoctoral experience. The appointment will commence 1 July 2000 and will be a tenure track position at the level of Assistant Professor. The selected candidate will be expected to submit research grant and scholarship applications by September 2000. Please send a curriculum vitae, 3 recent reprints and names and addresses of 3 referees to:

Dr. H.A. Robertson, Head
Department of Pharmacology
Faculty of Medicine, Dalhousie University
Halifax, Nova Scotia, Canada B3H 4H7
Fax: 902-494-1388
Email: Harold.Robertson@dal.ca

Deadline for application: **15 January 2000.**

Further information on the activities of the cardiac research group in the Department of Pharmacology can be obtained by contacting Dr. Gregory Ferrier (Gregory.Ferrier@dal.ca) or Dr. Susan Howlett (Susan.Howlett@dal.ca).

In accordance with Canadian Government policy, this advertisement is directed towards Canadian citizens and landed immigrants. Dalhousie University is an employment Equity/Affirmative Action Employer. The University encourages applications for qualified women, Aboriginal peoples, racially visible persons and persons with a disability

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UNIVERSITY OF SASKATCHEWAN

Tenure-Track Assistant Professor Positions

The Department of Educational Psychology and Special education in the College of Education is seeking applications for three tenure track positions at the Assistant Professor level.

Special Education
The candidate must have o Ph.D. in Special Education. Applicants should have expertise in some combination of the following areas: Intellectual Disabilities (Mental Retardation); Language/Learning Disabilities; Transitions: Instructional Design and Delivery; Resource Program, Instruction and Management; Adaptive/Inclusive Education; Collaboration; Technology/Distance Education. Secondary areas of expertise should include Human Learning and Development and School Psychology.

Counselling
The candidate must have a Ph.D. in Counselling. Applicants should have expertise in some combination of the following areas: Aboriginal Counselling and Healing; Abuse Counselling; Addictions; Multiculturalism; Gender issues; Health Psychology: School Counselling: Grief and Loss. Secondary areas of expertise may include Human Development and Learning; Classroom Management; and Distance Education.

School Psychology
The candidate must have a completed (or near completed) Ph.D. in School Psychology with expertise in psycho-educational assessment. Secondary areas of expertise may include Measurement and Assessment. Human Development and Learning, Research Methods and Cross-Cultural Psychology.

All candidates must be able to qualify for Teacher Certification in the province of Saskatchewan.

Responsibilities include teaching graduate courses supervising graduate student research and conducting research or practising professional skills in the area of specialization. In addition, the positions require teaching undergraduate courses in the teacher education program, periodic supervision of practice teaching and active involvement in committee and administration work.

The College of Education, University of Saskatchewan, has made a major commitment to Aboriginal education and teacher education for Aboriginal peoples. The College provides several opportunities for Aboriginal students at both the graduate and undergraduate levels. Experience of working with Aboriginal people would be an asset for candidates applying for these positions.

The Department offers graduate programs in Post-Graduate Diploma, Master of Education and special case Ph.D. programs in the following areas: behaviour disorders, intellectual disabilities, learning disabilities, language and communication difficulties, cross-categorical resource teaching, counselling, measurement and evaluation, and school psychology. It also provides courses and supervision of practicum experiences to Bachelor of Education students. The department has a full-time complement of 15 faculty members.

Applicants should send their application with curriculum vitae, and the names of at least three references to: **Dr. Walt Pawlovich, Head, Department of Educational Psychology & Special Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1.**

Deadline for applications: The competition will close on **November 30, 1999**, or when suitable candidates are found.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. These positions have been cleared for advertising at the two-tier level. Applicants are invited from qualified individuals regardless of their immigration status in Canada.

College of Education

Dalhousie University

Department of Obstetrics & Gynaecology
Molecular Endocrinologist

The Department of Obstetrics and Gynaecology at Dalhousie University has an opening for an Assistant/Associate Professor in the area of molecular endocrinology related to female reproduction. A Professorial appointment would be considered for an exceptional candidate. We are interested in an individual who has several years experience in the laboratory aspects of human in vitro fertilization. The successful candidate will have completed a PhD and a post doctoral fellowship and have a track record of peer reviewed publications.

This position is located at the IWK Grace Health Centre in Halifax, Nova Scotia. Our Reproductive Endocrinology program is the only one in the Atlantic Provinces that offers in vitro fertilization, intra cytoplasmic sperm injection and other associated treatments. We have a referral base for 300 to 500 cycles per year.

This is a tenure track appointment for a basic scientist who has research interests that are compatible with our existing program. A cross appointment in a basic science department will also be encouraged. The successful candidate will be expected to participate in undergraduate and postgraduate teaching, carry out independent research as well as collaborate with researchers in the Department, and assume some administrative responsibilities. Seed funds for research will be sought for this individual.

Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible people and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications with a curriculum vitae and names of three referees should be submitted no later than **November 30, 1999**. Please forward applications to:

Dr. Bruce Dunphy
Director, Reproductive Endocrine Division
5980 University Ave.
Halifax, Nova Scotia B3H 4N1

PHILOSOPHY

MCGILL UNIVERSITY — Assistant Professor, tenure track, beginning September 2000. Four (undergraduate and graduate) courses per year (normally two in each semester); graduate (Ph.D.) and undergraduate supervision; usual administrative responsibilities. AOS: moral or social/political philosophy. The Department seeks candidates excellent in research and teaching with broad philosophical interests who are able to interact with colleagues in a variety of areas of philosophy. Applications should include a letter of application, a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference. Ph.D. is expected by time of appointment. Ability in French is an asset. Applications must be received by December 3, 1999, and should be sent to: Chair, Search Committee, Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC., Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment. All qualified persons are encouraged to apply.

UNIVERSITY OF TORONTO at Scarborough — Division of Humanities (Philosophy), invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 2000. Ph. D. in Philosophy and evidence of excellent teaching required. Area of specialization: history of philosophy, which may include non-western philosophy, or ethics. Area of competence: critical reasoning. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the Scarborough campus and graduate courses at the St. George campus. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to Professor Elizabeth Cowper, Chair, Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for receipt of applications: December 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Philosophy at the University of British Columbia invites applications for two tenure-track positions at the rank of Assistant Professor starting July 1st, 2000. These positions are subject to final budgetary approval. Salary is commensurate with qualifications and experience. We are looking for candidates with a completed PhD, whose primary research interests lie in one or more of the following areas: philosophy of social science, continental philosophy, philosophy of art or literature, metaphysics, epistemology. The Department also has teaching needs in feminist philosophy, philosophy of language, and medieval philosophy. A willingness and ability to teach in the Faculty of Arts' inter-disciplinary undergraduate programmes (Arts One, Foundations) would be an advantage. Outstanding research and teaching potential are necessary qualifications for these positions. Please send applications, cv, three confidential letters of reference, and a sample of written research, by December 15th, 1999, to Mohan Matthen, Head, Department of Philosophy, The University of British Columbia, Vancouver B.C. V6T 1Z5 Canada (Inquiries may be addressed also to mohan.matthen@ubc.ca) Late applications will be considered until the position is filled. The University of British Columbia hires on the basis of merit, and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — The Department of Philosophy in the Faculty of Arts invites applications for a tenure-stream appointment at the assistant professor level, pending budgetary approval. Salary is commensurate with qualifications; competitive benefits. Area of specialization: Analytic Philosophy. The Department is especially interested in applicants with expertise in epistemology, metaphysics, or the philosophy of language. A PhD and demonstrated potential for excellence in research and teaching are required for this position. Applicants should send a curriculum vitae, a brief writing sample, and three academic references to: Chair of the Search Committee, Department of Philosophy, York University, 4700 Keele Street, Toronto, ON M3J 1P3. Fax: (416) 736-5114. The deadline for applications is December 15, 1999. For further updates to this advertisement, see the Department's webpage at (http://www.yorku.ca) York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — Department of Philosophy invites applications for a tenure track position at the rank of Assistant Professor beginning September 1, 2000. Applicants must have a completed Ph.D in Philosophy, some teaching experience, and publications. The area of specialization is open and the area of competence is Ethics/Social/Political Philosophy. Duties include undergraduate courses, plus some graduate teaching or supervision. The closing date for applications is December 31, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue, W., Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3092). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail rholmes@watarts.uwaterloo.ca).

UNIVERSITY OF TORONTO — The Department of Philosophy invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 2000. PhD and evidence of excellent teaching required. Area of specialization: bioethics. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 30 November 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities. This is an international search but in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.

DOUGLAS COLLEGE — We require, subject to final approval, a probationary regular instructor in Philosophy and Humanities. The successful candidate will have a Ph.D. in philosophy (ABD may be considered) and appropriate teaching experience. Area of Specialization: History of Philosophy or History of Ideas. Areas of Teaching Competence: Critical Thinking, Introductory Epistemology, Applied Ethics (including Biomedical or Nursing Ethics) and an ability to teach other first and second year philosophy and humanities courses. The ability to teach world religions (eastern and western) would also be an asset. C.V., transcripts (photocopies acceptable, subject to later verification), letters of reference, and teaching evaluations should be sent to Personnel Department, Douglas College, P.O. Box 2503, New Westminster, BC, V3L 5B2. Please cite competition number 99-056EP. Deadline: January 15, 2000

UNIVERSITY OF GUELPH — Applications are invited for a tenure-track position at assistant professor rank, specializing in ethical issues posed by Biotechnology, and broader topics in Bioethics. General competence and research interest in philosophy of science will be expected. A background in the sciences would be a strong asset. The position will involve regular teaching and research activities in the philosophy department. The applicant will also be a member of the Food System Biotechnology Centre at the University of Guelph and play a role in examining biotechnological research. Evidence of strong potential in teaching research will be expected. Salary will be determined by qualifications. Applications should be submitted to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by December 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. The appointment is subject to budgetary approval.

PHYSICAL ACTIVITY STUDIES

UNIVERSITY OF REGINA — Faculty of Physical Activity Studies invites applications for an Assistant Professor in Adapted Physical Activity Studies (tenure track). Primary responsibility of the person in this position will be in the areas of Physical Activity for people with disabilities and would complement current faculty in the area. The successful candidate will be expected to maintain an active program of research and scholarly involvement, external grant procurement, undergraduate student teaching, counseling, practicum development, graduate student teaching and supervision as well as contributing to the continued growth of a new graduate program. In addition the successful candidate will participate in all aspects of the Faculty and University including committee work, cross-disciplinary initiatives, and community service. Interested candidates should have a Ph.D. in a related field, an active research program and evidence of good teaching. Salary commensurate with experience. Current range for an Assistant Professor is $42,694 – $59,533. Appointment Date: July 1, 2000. The University of Regina is a comprehensive University which emphasizes excellence in teaching, research and service. Experential learning as well as cross disciplinary teaching and research are strongly supported. Eight Faculties, three federated colleges as well as the Language Institute help create a culturally diverse and vibrant community on campus. Opportunities for interaction in the local community as well as provincially are readily available and welcomed. The Faculty of Physical Activity Studies is a dynamic member of the University community which has responsibility for both academic and service programs. The academic program includes four areas of concentration. Education and learning experiences for students interested in working with people with disabilities is the focus of the adapted physical activity area of concentration and will continue to be a fundamental and important aspect of the Faculty mandate. The opportunity exists for contribution across the continuum of disabilities based education including adapted physical activity, gerontology, recreation therapy, exercise therapy, etc. The candidate who is selected will contribute to the growth and evolution of this area. The Faculty also has administrative responsibility for all co-curricular service programs including campus recreation, athletics, the fitness and lifestyle centre, aquatics, and community service programs. Applications will be accepted until November 15, 1999, or until a suitable candidate is identified. Submissions should include 1) a letter of application including a description of the candidate's research directions and teaching philosophy; 2) a curriculum vitae which provides a description of a) research, scholarly productivity and external funding, b) undergraduate and graduate teaching experience, and c) a list of five references. Direct applications to or for more information contact: Dr. Ralph Nilson, Dean, Faculty of Physical Activity Studies, University of Regina, Regina Saskatchewan, Canada, S4S 0A2; Tel: (306) 585-4376; Fax: (306) 585-5441. The University of Regina is committed to employment equity. Position is subject to budgetary approval.

PHYSICAL EDUCATION

BROCK UNIVERSITY — The Department of Physical Education is seeking applicants with expertise in the area of disability studies for a probationary/tenure-track position at the rank of Assistant Professor, effective July 1, 2000. This position is subject to budgetary approval. Applicants should have a doctorate and a demonstrated research program. The closing date for applications is January 15, 2000. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees to: Dr. Nancy Murray Chair, Department of Physical Education Brock University St. Catharines, Ontario, Canada L2S 3A1 E-mail: nmurray@arnie.pec.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to employment equity. Position is subject to budgetary approval.

BROCK UNIVERSITY — The Department of Physical Education is seeking applicants with expertise in movement education to teach courses in creative dance, developmental games and educational gymnastics. This is a probationary / tenure-track position at the rank of Assistant Professor, effective July 1, 2000. This position may be offered as a limited term and is subject to budgetary approval. Applicants should have a doctorate and a demonstrated research program. The closing date for applications is January 15, 2000. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees to Dr. Nancy Murray Chair, Department of Physical Education Brock University St. Catharines, Ontario, Canada L2S 3A1 E-mail: nmurray@arnie.pec.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

PHYSICAL THERAPY

UNIVERSITY OF ALBERTA — Chair, Department of Physical Therapy Applications are invited for the position of Chair of the Department of Physical Therapy at the University of Alberta. The Department has an outstanding Physical Therapy Research program. An entry-level BSc degree and an MSc degree are offered in Physical Therapy. The Department also participates fully in an interdisciplinary PhD degree program in Rehabilitation Science. Faculty members in the Department have active research programs, funded by

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Stream Teaching Positions

York University, Faculty of Environmental Studies

The Faculty of Environmental Studies at York University in Toronto invites applications for the following four tenure-stream teaching positions. The appointments, effective July 1, 2000, will be at the Assistant Professor level.

Geographical Information Systems (GIS) & Planning
Applicants should have a strong base in Geographical Information Systems(GIS) and Planning. A critical perspective on the applications of GIS is essential. Expertise in Remote Sensing and/or Resource Management will be considered an asset. This is an International Search and applications are invited from all qualified candidates. The Deadline for receipt of applications is **January 3, 2000.**

Planning
Applicants should demonstrate competence in the field of Planning with a specialization in one or more of the following areas: multicultural planning; community development; governance of urban regions; democratic planning processes; sustainable regional planning; bioregional planning; or sustainable cities. The Deadline for receipt of applications is **December 15, 1999.**

Environmental Design (Landscape Architecture)
Applicants' focus in Environmental Design (Landscape Architecture) should be on design processes and outcomes. A fundamental knowledge of principles of both the ecology of natural systems and human interactions with the built environment is also required. The successful candidate will play a key role in the new Certificate in Environmental Landscape Design Program. The Deadline for receipt of applications is **January 15, 2000.**

Health & Environment
Applicants should have expertise in the area of environments and human health, and in one or more of the following areas: health and global environmental change; gender, health and environments; environmental aspects of health promotion; environmental health advocacy; health and the built environment; relationships between environmental policy and health; and participatory aspects of environmental health research. The Deadline for receipt of applications is **January 10, 2000.**

Applications:
The Faculty expects applicants to demonstrate competence in and enthusiasm for teaching and advising students, and a commitment to interdisciplinary research, teaching, and collaboration. Applicants are expected to have a strong or promising scholarly record, and should hold a PhD degree or have equivalent academic or professional experience.

Applicants should submit a letter discussing their understanding of and experience in the relevant field, qualifications, research and teaching interests, a CV and sample(s) of their work along with names, addresses (e-mail) and telephone numbers of three referees. Applications should be sent to:

The Search Committee, Faculty of Environmental Studies
York University, Toronto, Ontario, Canada, M3J 1P3
Fax: (416) 736-5679
E-mail: FEShires@yorku.ca.

Complete job descriptions for these positions and additional information about the Faculty of Environmental Studies can be found at http://www.yorku.ca/faculty/fes/.

York University is implementing its policy of employment equity, including affirmative action for women, aboriginal people, members of visible/racial minorities, and persons with a disability. In accordance with Canadian immigration requirements the positions in Planning, Environmental Design, and Health and Environment are directed to Canadian citizens and permanent residents only.

RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education with 37 career-oriented programs. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

CHIEF LIBRARIAN

Canada's foremost polytechnic university, Ryerson has a distinctive mandate to provide innovative, applied education designed to prepare students for careers in professional fields. Ryerson's vibrant downtown campus is the educational choice for more than 12,000 full-time students registered in 37 baccalaureate programs. There are also approximately 45,000 course registrations in the Continuing Education division, making it the largest in Canada. Ryerson's full-time and part-time faculty complement numbers approximately 850. Ryerson's library reflects the nature of the University itself: an innovative institution with a distinctive focus on applied knowledge and research, experiential learning, and close links with the larger community.

Ryerson Polytechnic University invites applications and nominations for the position of Chief Librarian. Reporting to the Vice President, Academic, the Chief Librarian must possess a clear understanding of the changing character and role of university libraries. Leading and working collegially with a team of 16 professional librarians, the Ryerson Archivist and more than 50 support staff, she or he will be responsible for management of the library budget; continued development of computer-based access to information; liaison with users both inside and outside the University; the planning of future library services; support for expanding graduate programming, scholarship, research, and creative activity; and the library's participation in the overall development of the University. The Chief Librarian must be able to respond creatively to the opportunities inherent in Ryerson's central location in a Metropolitan environment rich in information resources.

Candidates must have a professional qualification in librarianship. Advanced degrees in librarianship and/or other disciplines are desirable. The ideal candidate will have experience in all areas of academic library management, and will have demonstrated leadership, communication, and financial management skills with a high level of responsibility.

The appointment will be effective July 1, 2000 for a term of five years, renewable. Applications, including a complete curriculum vitae, must be forwarded by January 15, 2000 to: Dr. Dennis Mock, Vice President, Academic, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3. Applications may also be faxed in confidence to (416) 979-5279. The search process will continue until an individual is selected.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women

RYERSON

ASSISTANT PROFESSORS DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science at the University of British Columbia is recruiting for several tenure-track positions at the rank of Assistant Professor. The Department will consider outstanding applicants over a wide range of areas of Computer Science research. The Department has particular interest in recruiting in the areas of computational biology, computer architecture, computer graphics, databases, educational technology, human-computer interaction, multimedia, scientific computation, software engineering, and systems.

One of the University's highest academic priorities is to continue to grow as a leading centre in Computer Science and outstanding candidates are sought to participate in this effort. Applicants must demonstrate exceptional research potential and teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. A PhD or equivalent in Computer Science or related area is required. The positions are available as of July 1, 2000, and salary will be commensurate with experience.

The University of British Columbia is situated on the tip of a peninsula, and is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city.

Applications should submit their resume and the names of at least three references to **Nick Pippenger, Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4.** Applications will be accepted until **January 31, 2000.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The positions are subject to availability of funding.

national, provincial and private agencies. Individual researchers have affiliations with the Perinatal Research Centre, the Neuroscience Division, and the Rick Hansen Centre (studies of spinal cord injured athletes). Within the Faculty of Rehabilitation Medicine, the Centre for the Study of Clinical Education conducts research and training workshops related to clinical supervision, and the Rehabilitation Research Centre is a focal point for multi-disciplinary basic and clinical research. Close working relationships exist with the Glenrose Rehabilitation Hospital. The Faculty is located in a building, which was custom renovated for the sole use of the Faculty. Qualified candidates should be physical therapists, with a doctoral degree, who have a proven background in university administration and a demonstrated commitment to and record of scholarly activity in teaching and research. The successful candidate will be expected to lead the Department's strong academic programs, to direct strategic planning and goal-directed initiatives within the University, and to represent the Department in professional activities locally, provincially, nationally and internationally. Rank and salary will be commensurate with qualifications. Associate Professor range $50,480 to $72,152; Professor range from $62,840. The position is available July 1, 2000. Applications will be accepted until position is filled. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3 - 48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4, Phone: (780) 492-5991, Fax: (780) 492-1626 E-mail: al.cook@ualberta.ca The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHYSICS

UNIVERSITY OF REGINA — Theoretical Subatomic Astrophysics. The Department of Physics invites applications for a tenure-track position at the Assistant Professor level, starting July 1,2000. At present, our department's research activity is centered upon experimental and theoretical subatomic physics, and our preference is for the successful applicant to have expertise in theoretical particle or nuclear astrophysics, although exceptional candidates in theoretical particle physics or cosmology will also be considered. We anticipate that the next opening in the department will be in this area as well. More information on our department can be found at http://www.phys.uregina.ca. At least two years of postdoctoral research experience is a requirement for this position. The successful applicant is expected to conduct a vigorous and significant research program securing external funding, and to teach effectively at both the undergraduate and graduate levels. Applicants should submit their curriculum vitae, a discussion of research interests, and have three letters of reference sent directly to: Chair of the Search Committee, Department of Physics, University of Regina, Regina, SK S4S 0A2, Canada In accordance with Canadian Immigration Requirements, priority will be given to citizens and permanent residents of Canada, however, citizens of all countries are invited to apply. The closing date for receipt of applications is January 15, 2000 The University of Regina is committed to employment equity.

PHYSICS & ASTRONOMY

LAURENTIAN UNIVERSITY — The Department of Physics and Astronomy at Laurentian University invites applications for a three year, tenured-track position, subject to budgetary approval, at the Assistant Professor level. It is anticipated that the appointment would begin July 1, 2000 Applicants should hold a Ph.D. in physics with preference being given to candidates with at least two years of relevant postdoctoral or equivalent experience. The successful candidate would be expected to teach, in French and also in English, at the undergraduate level, and to pursue research in a field aligned with the department's research interests. These interests at present include neutrino astrophysics at the Sudbury Neutrino Observatory; medical or biomedical physics in collaboration with the North Eastern Ontario Regional Cancer Centre; laser trapping for MEMS applications; optical fiber sensors; and material characterization by acoustical methods. Applications will be accepted until the position has been filled. Applicants should send a curriculum vitae, and should arrange to have three letters of reference sent to: Dr. C.J. Virtue, Chair of Search Committee, Department of Physics and Astronomy, Laurentian University, Sudbury, Ontario P3E 2C6; Fax:(705) 675-4868, e-mail: cjv@nu.phys.laurentian.ca. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITÉ LAURENTIENNE — Le département de physique et d'astronomie de l'Université Laurentienne sollicite des candidatures pour un poste de durée limitée à trois ans, sous réserve de l'approbation budgétaire, au rang de professeur(e) adjoint(e) commençant le 1er juillet 2000. Exigence: détenir un doctorat en physique, avec de préférence au moins deux ans d'expérience postdoctorale ou l'équivalent. La personne choisie enseignera en français et en anglais au niveau du premier cycle et ses compétences en recherche devraient coincider avec l'un des domaines d'expertise du département. Ces domines incluent à present l'astrophysique des neutrinos à l'Observatoire de neutrino de Sudbury; la physique médicale ou biomédicale en collaboation avec le Centre régional de cancérologie du nord-est de l'Ontario; le piège au laser pour les applications MEMS; les capteurs fibre-optiques, et la caractérisation des matériaux par les méthodes acoustiques. Les candidatures seront acceptées jusqu'au moment où le poste sera comblé Faire parvenir un curriculum vitae et les lectres de réfeiences de trois répondants à: Monsieur C.J. Virtue, President du comite de sélection, Département de physique et d'astronomie, Université Laurentienne, Sudbury, Ontario P3E 2C6; Télécopieur:(705) 675-4868, Courrier électronique: cjv@nu.phys.laurentian.ca. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées. Conformément aux exigences canadiennes en matières d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

POLITICAL SCIENCE

WILFRID LAURIER UNIVERSITY — The Department of Political Science invites applications for a tenure-track appointment, subject to budgetary approval, commencing July 1, 2000. Applicants for the position should have a PhD in political science (completed or near completion), and have as their major field of concentration Canadian Government and Politics. In addition, applicants should be able to teach in one or more of the following areas of specialization: constitutional law; public administration; women and politics; statistics and methodology. The Department has both undergraduate and graduate programs. The University is committed to employment equity and welcomes applications from all qualified women and men, including members of minorities, people with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names of three referees, should be sent by January 31, 2000, to Dr. Bnan Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, ON N2L 3C5 (telephone: 519-884-0710, extension 3663; fax: 519-746-3655; email: btanguay@wlu.ca).

SAINT MARY'S UNIVERSITY — The Department of Political Science, Saint Mary's University, invites applications for a tenure-track appointment as Assistant Professor (entry level). The successful candidate will have demonstrated competence in public policy and/or international organization/tradeflaw. The ability to teach empirical theory and methodology will be considered an asset. The candidate will be expected to teach at the undergratuate level. Ph.D. required. The appointment is effective September 1, 2000 and subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and people with disabilities. Candidates are asked to forward a curriculum vitae and three confidential letters of reference to be sent directly to: Dr. Edna Keeble, Chairperson, Selection Committee, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, Fax #: (902) 420-5181 email: colleen.devereaux@stmarys.ca. Deadline for applications is January 7, 2000.

UNIVERSITY OF WATERLOO —Political Science Applications are invited for a tenure-stream position at the Assistant /Associate Professor level, effective 1 July, 2000 The department has its strongest needs in Public Administration. People with expertise in the areas of business-government relations, Canadian public policy and American politics are also invited to apply. Please send all inquiries, and applications, including a cv, names and addresses of three referees, a sample of written work, and a brief statement of teaching and research interests to: Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario N2L 3G1. The closing date for applications is 31 December, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

DALHOUSIE UNIVERSITY — The Department of Political Science at Dalhousie University invites applications for a full-time appointment at the Assistant Professor level for 2 years commencing July 1st, 2000 in the areas of Comparative Politics and Comparative Development. The successful applicant must have a Ph.D. and be capable of teaching a core class in Comparative Politics as well as advanced undergraduate/graduate classes from a comparative perspective in either or both African or Latin American politics. Deadline for applications is December 31st, 1999. Candidates should submit an application, including a cv and the names of three references to: Professor David M. Cameron, Chairperson, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, FAX: (902) 494-3825, E-mail: David.Cameron@Dal.Ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people, and women.

UNIVERSITÉ DE MONTRÉAL — Faculté des arts et des sciences, Département de science politique Professeures ou Professeurs Adjoint(es). Le Département de science politique de la Faculté des arts et des sciences de l'Université de Montréal sollicite des candidatures à deux postes de professeures ou professeurs adjoint(es) à plein temps dans 2 des 3 champs suivants: administration politique publiques, idées politiques, relations internationales. Fonctions: enseignement aux trois cycles: encadrement d'étudiants aux études supérieures, recherche et publications scientifiques et participation au fonctionnement de l'Université. Exigences: Détenir un PhD en science politique (ou être sur le point de le compléter), faire preuve d'aptitudes pour l'enseignement universitaire et la recherche scientifique. Traitement: selon la convention collective. Date d'entrée en fonction: le 1er juin 2000. Les personnes intéressées doivent faire parvenir leur curriculum vitae, une copie de leurs diplômes, un exemplaire de publications ou travaux de recherches et trois lettres de recommandation, au plus tard le 30 novembre 1999, à: Mme Graciela Ducatenzeiler, directrice, Département de science politique, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal, QC H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

SIMON FRASER UNIVERSITY — The Department of Political Science at Simon Fraser University invites applications for a tenure-track appointment at the Assistant Professor level in the area of Canadian politics, effective September 1, 2000. A second area of specialization is open, although preference may be given to those who can also teach classes in either Political Theory or Quantitative Methods. PhD, or near completion, plus demonstrated commitment to effective teaching and scholarly research are required. Applicants must include among their referees one who can comment on their teaching or teaching potential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications, including a curriculum vitae and the names of at least three referees should be sent to Dr. Stephen McBride, Department of Political Science, Simon Fraser University, Burnaby, B.C. V5A 1S6. The deadline for applications is November 30, 1999.

ST. THOMAS UNIVERSITY is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The Department of Political Science invites applications for a tenure-track appointment in Canadian Government and Politics. The successful candidate will have expertise in the areas of the Canadian constitutional politics and Canadian political parties and elections. An ability to teach courses in municipal, provincial, and/or regional politics would be an asset. The successful candidate will teach general courses at the introductory level, the core course in Canadian government and politics, and upper level courses in the areas mentioned above. A Ph.D. or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Patrick Malcolmson, Chair, Political Science Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: December 15, 1999, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities. Please visit our web site at http://www.stthomas.ca

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to six tenure-track positions available, predominantly in the fields of Comparative Politics and International Relations. Please see our full-page display ad in this issue.

POLITICS

BROCK UNIVERSITY — The Department of Politics at Brock University invites applications for a two-year limited-term appointment at the rank of Assistant Professor in the area of Public Law/Law and Politics, effective July 1, 2000 and subject to final budgetary approval. A Ph.D. in Political Science is expected (candidates without a completed Ph.D. may be considered for appointment at the rank of lecturer), together with evidence of successful teaching experience and potential for independent research and scholarship. In addition to undergraduate and graduate teaching, the successful candidate will be expected to engage in independent research and scholarly activities and to share in the administrative and supervisory responsibilities of the department. Applicants should submit, by January 15, 2000, a letter of application, curriculum vitae, summaries of teaching evaluations, samples of publications, and the names and addresses of three referees to: Professor Nick Baxter-Moore, Chair, Department of Politics, Brock University, 500 Glenridge Avenue, St Catherines, Ontario L2S 3A1. Additional information can be obtained through Professor Baxter-Moore at nbaxterm@spartan.ac.BrockU.ca or FAX (905) 988-9388. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

PROFESSIONAL WRITING

UNIVERSITY OF TORONTO at Mississauga — Professional Writing Program. University of Toronto at Mississauga, Professional Writing Program, invites applications for a tenure-stream position in Professional Writing at the rank of Assistant Professor, beginning July 1, 2000. Demonstrated excellence in research in communications and/or communications pedagogy and in the teaching of composition/rhetoric is sought. Candidates should have a Ph.D. in Rhetoric, Communications, or English with a rhetoric/composition concentration. Preference will be given to applicants with teaching and research interests in ence invites applications for a tenure-track appointment in Canadian Government and Politics. The successful candidate will have expertise in the areas of the Canadian constitutional politics and Canadian political parties and elections. An ability to teach courses in municipal, provincial, and/or regional politics would be an asset. The successful candidate will teach general courses at the introductory level, the core course in Canadian government and politics, and upper level courses in the areas mentioned above. A Ph.D. or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Patrick Malcolmson, Chair, Political Science Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: December 15, 1999, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities. Please visit our web site at http://www.stthomas.ca

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POLITICS

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PROFESSIONAL WRITING

UNIVERSITY OF TORONTO at Mississauga — Professional Writing Program. University of Toronto at Mississauga, Professional Writing Program, invites applications for a tenure-stream position in Professional Writing at the rank of Assistant Professor, beginning July 1, 2000. Demonstrated excellence in research in communications and/or communications pedagogy and in the teaching of composition/rhetoric is sought. Candidates should have a Ph.D. in Rhetoric, Communications, or English with a rhetoric/composition concentration. Preference will be given to applicants with teaching and research interests in

President
Simon Fraser University

The Simon Fraser University Presidential Search Committee invites applications or nominations for the position of President of the University. The appointment will be made initially for a term of five years, starting September, 2000.

Simon Fraser University has established a tradition of innovation and accessibility, plays an integral part in B.C.'s dynamic educational, business and cultural life, and serves a vital role in responding to evolving community needs.

Simon Fraser University's two campuses in Burnaby and Vancouver, British Columbia, have an enrollment of 18,942 full-time and part-time students. The University operates on a trimester system, offers undergraduate and graduate programs in the Faculties of Applied Sciences, Arts, Business Administration, Education and Science, and has a strong commitment to graduate studies and research. All Faculties are represented in the approximately 30 institutes and research centres which are of a specific and interdisciplinary nature.

The ideal candidate will provide a high level of academic, administrative and community leadership to guide the University through the challenges of the next decade.

Nominations and applications should include a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration for the Presidency. A curriculum vitae should be included. All applications and nominations will be treated in the strictest confidence and should be submitted by **November 30, 1999** to:

Mr. William Rowe, Chair
Presidential Search Committee
Room 3185 Strand Hall, Simon Fraser University
8888 University Drive
Burnaby, B.C. V5A 1S6

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment

Dalhousie University
School of Occupational Therapy
Occupational Therapist

Applications are invited for a full-time probationary tenure track position at the assistant professor level in the School of Occupational Therapy. Salary will be commensurate with qualifications and experience, starting August 1, 2000, subject to budgetary approval.

The ideal candidate will have a PhD completed or in progress and be eligible for licensure as an occupational therapist. Responsibilities will include teaching and research from a collaborative, occupational perspective in one or more of the following areas: psychosocial and/or mental health issues, community living, occupational analysis and evaluation, or occupational development and change associated with employment, corrections, seniors, or other settings. The individual will be expected to contribute to undergraduate and graduate teaching, including graduate student supervision, and to develop distance course delivery for continuing and graduate education.

Dalhousie's School of Occupational Therapy is situated in a visionary Faculty of Health Professions. Started in 1982 with an honours undergraduate program, the School launched a Master of Science (Occupational Therapy) program in 1998 through distance learning to meet Atlantic region, national, and international needs in occupational therapy. Faculty interests are diverse, and are linked through interests in occupation, defined broadly to refer to unpaid as well as paid forms of engagement in daily life.

Halifax is a small, international, historic city located in the Atlantic Ocean, with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, fishing, whale watching, and good schools and universities.

Applications will be accepted until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license (if applicable), names and e-mail addresses of three academic or professional referees to: **Elizabeth Townsend, PhD, O.T.(C), Reg.N.S., Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5;** Ph: 902-494-2615; Fax: 902-494-1229, E-mail: liz.townsend@dal.ca

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Aboriginal peoples, persons with a disability, racially visible persons and women.

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Stream Faculty Appointments
York University, Technology-Enhanced Learning (TEL)

York University is committed to expanding its programs and research in Technology-Enhanced Learning.

York is located in Toronto, Canada's knowledge, trade, and financial centre and its gateway to the global community. In this environment, we are committed to the highest caliber undergraduate and graduate education and to provide life-long learning educational opportunities for all sectors of society. York will embark on a multi-year initiative to appoint new faculty to support our mission of critically assessing new technologies and developing interactive delivery modes for our programs.

Candidates:
Eligible candidates will have a doctoral degree, a superior academic record, and demonstrated excellence in research and teaching. Faculties will make appointments at the Assistant or Associate Professor rank who, in addition to their discipline-specific expertise, will be expected to have:

- strong research credentials in areas in which there is a high demand for TEL delivery;
- firm commitment to using the Internet or other technologies in teaching;
- research interests in the assessment of TEL/distance education;
- firm commitment to participating in a pan-university initiative to advance York's interests in TEL/distance education.

For 2000/01, appointments are being advertised in the following specific areas:

- Communication and Electronic Learning, Faculty of Arts, Social Science Division, Mass Communications Program;
- Cultural Studies, Faculty of Fine Arts, Cultural Studies Program to support interdisciplinary studies in academic and studio areas in the fine arts disciplines;
- Applied Philosophy, Atkinson College, Philosophy Department to support professional-oriented programs for Certificates in Professional Ethics and Public Service Studies;
- Pedagogy of Technology, Faculty of Education or Atkinson College, to support university professional programs for adult learners.

Applications:
Qualified individuals should send an application, which identifies their areas of research and teaching interests as it relates to one of the four positions listed above, together with a curriculum vitae, copies of transcripts, and the names of three academic referees. Applications should be directed to the **Associate Vice-President (Strategic Academic Initiatives), 229 York Lanes, York University, 4700 Keele St., Toronto, Ontario M3J 1P3** and received no later than **December 15th, 1999.** They will then be routed to the appropriate Department/Faculty Selection Committee(s).

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Computer and Internet Communications and in Writing Pedagogy. The successful candidate will teach undergraduate courses in the Professional Writing Program and graduate courses at OISE/UT (Ontario Institute for Studies in Education) in the Department of Curriculum, Teaching and Learning. Salary will be commensurate with qualifications and experience. Applications, including a Curriculum Vitae, teaching portfolio or dossier, a statement of teaching specializations and research interests should be sent to Professor Gary Crawford, Associate Dean, University of Toronto at Mississauga, Erindale College, Mississauga, Ontario L5L 1C6. Three letters of recommendation from referees should be sent, under separate cover, to Professor Crawford. Closing date of applications is February 28, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

PROVOST & VICE-PRESIDENT

MONTANA STATE UNIVERSITY invites applications and nominations for the position of Provost and Vice President for Academic Affairs. The Provost reports directly to the President, is the principal academic officer for MSU-Bozeman and is responsible for activities and resources that relate to curriculum, instruction, student activities, outreach and Extension programs. Detailed information is available at http://www.montana.edu. msuinfo/jobs/prov/. Required qualifications include: earned doctorate or appropriate terminal degree; record of progressively responsible administrative experience in a university setting; distinguished record of teaching and research/creative activities, and demonstrated record in service and outreach. Screening begins November 1, 1999 and continues until position is filled. For complete list of qualifications and application procedures, contact Dean JB Bancroft, Chair, Provost Search Committee, 217 Cheever Hall, MSU, Bozeman, MT 59717. Telephone: 406-994-4405, email; jb@montana.edu. ADA/EO/AAV Veterans Preference. Claim veteran's preference or requett accommodation from HR/AA MSU, Bozeman, MT 59717. (406) 994-2042; TDD: (406) 994-4191].

PSYCHOLINGUISTICS

UNIVERSITY OF CALGARY — The Departments of Linguistics and Psychology at the University of Calgary seek applications for a joint tenure-track appointment in psycholinguistics at the level of Assistant or Associate Professor. Applicants should have a research program in an area that encompasses language disorders. Preference will be given to applicants with research interest in neurolinguistics/cognitive neuroscience, language acquisition, or sentence processing. The successful applicant must be able to teach introductory courses in linguistics and/or psychology as well as senior undergraduate and graduate courses in their area of specialization. Qualifications: A PhD in psychology or linguistics and evidence of effective teaching. The start date for this position is July 1, 2000. For more information about our departments and the University of Calgary, please visit our web sites (www.psych.ucalgary.ca and www.ucalgary.ca/ling). Applications, including a statement of interest, curriculum vitae, recent publications and three letters of recommendation should be sent to the joint search committee by February 1, 2000 to: Dr. John Archibald, Chair of the Search Committee, Department of Linguistics, Faculty of Social Sciences, 2500 University Drive NW, Calgary, AB T2N 1N4 Canada; Fax: (403) 282-8606. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary supports, appreciates, and encourages diversity.

PSYCHOLOGY

YORK UNIVERSITY — Faculty of Arts, Department of Psychology Applications are invited for a tenure-track position at the assistant professor level in the area of Measurement, Statistics and Research Design. The specific research area is open but candidates should have a promising publication record and program of research. The Department is looking for candidates to teach univariate and multivariate statistics, the principles of measurement and research methods to both undergraduate and graduate students. Candidates will be expected to provide leadership in the enhancement of these areas in the curriculum and research of the Department. A PhD in Psychology is required. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: spyke@yorku.ca); Fax: (416) 736-5814; Telephone: (416) 736-5116. A review of applications will begin November 15, 1999 and continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

YORK UNIVERSITY — Faculty of Arts, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in the area of Developmental and Cognitive Processes. The Department is seeking a candidate with expertise in cognitive development, preferably in children of school age. They are also particularly interested in candidates doing theory-guided research on problems related to education in normal and/or special populations, but will also consider other areas of cognitive developmental research. Duties include teaching in both the graduate and undergraduate programs. A PhD in Psychology is required. Candidates should have a promising publication record and program of research. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: spyke@yorku.ca); Fax: (416) 736-5814, Telephone (416) 736-5116. A review of applications will begin November 15, 1999 and continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

DALHOUSIE UNIVERSITY — Postdoctoral Research Associate: Position available in the Cognitive/Clinical Neuroscience Unit at the Department of Psychology, Life Sciences Centre at Dalhousie University. The successful candidate will participate in projects utilizing innovative methods for assessment of neurological patients (e.g., stroke). This work will involve the use of EEG and MRI/fMRI. A completed Ph.D. in neuroscience or a related area is essential, while experience with EEG recording and/or fMRI techniques is desirable but not essential. The position is available from November 1st, 1999 pending funding. The position is available for two years in the first instance with the possibility of renewal for a third year in accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, but all qualified candidates are encouraged to apply at this time. Application materials (curriculum vitae, three letters of reference, and copies of publications) should be submitted to Ms. Alma Major, CCNU, Department of Psychology, Life Sciences Centre, Dalhousie University, Halifax, NS, Canada B3H 4J1.

SAINT MARY'S UNIVERSITY — Department of Psychology, Tenure-Track Appointment. Applications are invited for a tenure-track appointment at the Assistant Professor level starting September 1, 2000. Candidates are expected to have a Ph.D. in psychology or to be near completion of the degree. We seek individuals with teaching and research skills in applied psychology. An ability and willingness to teach courses at the introductory level is a requirement. As well, an ability and willingness to teach psychological statistics and research methods is an asset. The successful applicant will be expected to conduct and supervise research and to contribute to the Department's graduate program. The Department has a major and honors curriculum and offers an M. Sc. degree in applied psychology (specializing in industrial and organizational psychology) and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's new doctoral program in Management offered through the Frank H. Sobey Faculty of Commerce. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Applicant(s) should furnish a curriculum vitae, copies of reprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referee) to Dr. Cal Catano, Department of Psychology, Saint Mary's University, Halifax, N.S. B3H 3C3. Applications will be considered until the position is filled. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities.

UNIVERSITY OF MANITOBA — The Department of Clinical Health Psychology in the Faculty of Medicine of the University of Manitoba invites applications for a contingent geographic full-time (CGF) Clinical Psychologist to join our Rural & Northern Community-Based Psychology Training Programme, to commence September 1, 2000. The position will be based in Thompson, Manitoba, a community of 15,000, located 750 km north of Winnipeg. The successful applicant will be expected to provide a full range of psychological treatment and assessment services to adults and children as well as consultation and programme development expertise to multi-disciplinary teams in a variety of community health and mental health programmes of Burntwood Regional Health Authority. Clinical research, teaching and occasional supervision of psychology interns in our CPA and APA accredited internship programme are also expected. Academic rank will be commensurate with qualifications and experience. Candidates must have Ph.D. in Clinical Psychology from a CPA and / or APA accredited clinical psychology training programme, have completed a CPA and/or APA accredited internship, must be eligible for registration as a Psychologist in Manitoba, and must undergo pre-employment criminal records and child abuse registry checks. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications will be January 1, 2000. Interested persons should apply in writing including a curriculum vitae, and the names and addresses of three referees familiar with their work, to: Dr. John Arnett, Professor and Head, Department of Clinical Health Psychology, Faculty of Medicine, University of Manitoba R2J3S0, 771 Bannatyne Avenue, Winnipeg, Manitoba R3E 3N4

THE UNIVERSITY OF WINNIPEG — Department of Psychology seeks candidates for 1 or possibly 2 tenure-track positions, at the Assistant Professor level, in the areas of (1) Experimental Psychopathology and (2) Perception (or Cognitive Science with an interest and willingness to teach in the area of Perception). We seek applicant(s) with a record of teaching and research excellence. Recent appointees have obtained funding from national granting councils. Subject to budgetary approval, the anticipated starting date is July 1, 2000. Salary commensurate with qualifications and experience. The application deadline is January 31, 2000, although applications may still be considered after that date until the positions are filled. Please submit a curriculum vitae, copies of representative publications, and arrange for three letters of reference to be sent to Dr. Hinton Bradbury, Chair, Psychology Department, University of Winnipeg, Winnipeg, Manitoba, Canada R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Winnipeg is committed to employment equity.

UNIVERSITY OF WATERLOO — Psychology Applications are being accepted for a tenure track position at the Assistant or Associate Professor level in Industrial/Organizational Psychology beginning September 1, 2000. The successful candidate must have a PhD in Psychology, Organizational Behaviour or equivalent field, and published research. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities include research, undergraduate and graduate teaching, supervising graduate students and administration. For additional information about our department see our website at: http://arts.uwaterloo.ca/psychology/. Salary range commensurate with qualifications and experience. Application deadline is November 30, 1999 although applications will be reviewed as they are received. Submit curriculum vitae, reprints or preprints and arrange for three letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds. International candidates are eligible for this appointment and are encouraged to apply.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Psychology at St. Francis Xavier University invites applications for a tenure-stream position. Individuals with interests in neuropsychology that are based on a foundation in a core area of psychology and that might include an applied focus are invited to apply. The appointment, is subject to budgetary approval and will be made at the rank of Assistant Professor. The Department strives for excellence in undergraduate education, and the successful candidate will be an enthusiastic individual with demonstrated ability and outstanding potential for excellence in both teaching and research. Applicant(s) should have a completed Ph.D. and an established research programme. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future research plans should accompany the letter of application. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should be sent to Dr. Zoe Hayes, Chair, Department of Psychology, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5; Phone 902-867-2463; Fax 902-867-5456. Consideration of applications will begin on December 1, 1999.

UNIVERSITY OF ALBERTA — Senior Scholar in Social, Communications, and Cultural Psychology The Department of Psychology at the University of Alberta is beginning a new program in Social, Communications, and Cultural Psychology. We are seeking a senior level scholar, with proven research excellence, who will lead this program and help develop links to other disciplines, professions, and community organizations. Applicants' area of research should fit one of the following descriptions: 1) Social Psychology, area of research interest open, 2) Social Psychology, interest in social judgment and decision making; 3) Sociocultural, Cross-cultural, or Cultural Psychology, area of research interest open; 4) Sociocultural, Cross-cultural, or Cultural Psychology, interest a) in language, discourse, or narrative or b) in adult development or aging. Because of the interdisciplinary nature of studies in psychology and culture, applicants whose background is in areas other than psychology will be considered. This appointment will be made at the Full Professor level effective July 1, 2000. Hiring decisions will be based on demonstrated excellence in research and teaching, the capacity for leadership, the potential for interdisciplinary collaboration, and fit with Departmental needs. Further information about this position can be obtained from <www.psychualberta.ca/hiring>. The applicant should send a curriculum vitae, a statement of current and future research plans, recent publications, and arrange to have at least three letters of reference forwarded to: Dr. Terry Caelli, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applications for this competition will be reviewed and considered until a suitable candidate has been identified. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Two Positions in Computational Psychology/Computational Neuroscience or in Cognitive Engineering. The Department of Psychology at the University of Alberta, is seeking to expand its program in Computational Psychology and Cognitive Engineering. Two tenure track positions at the Assistant Professor level in Computational Psychology/Computational Neuroscience or in Cognitive Engineering will be open to competition. Appointments will be effective July 1, 2000. Candidates in Computational Psychology/Computational Neuroscience should have a strong interest in modeling and predicting human behavior, or in modeling of brain functions at the level of neurons, neuronal groups or large brain subsystems using formal approaches such as mathematical modeling, neural networks, evolutionary computing, or computer simulations. Candidates in Cognitive Engineering should have a strong interest in interaction of humans with computers, machines or complex environments, in decision-support systems in industrial, medical or emergency situations, and in the design of computer-based tools to support and enhance performance of humans in these situations. The expectation is that the successful candidates will secure competitive research funds and/or industrial support. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability, potential for interactions with colleagues and fit with departmental needs. Further information on these positions can be obtained from <www.psych.ualberta.ca/hiring>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicant should send a

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RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education with 37 career-oriented programs. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

SCHOOL OF SOCIAL WORK

Tenure-Track Position

The Ryerson School of Social Work offers an accredited four-year university program of studies leading to the Bachelor of Social Work degree. We are dedicated to enhancing the diversity of our faculty and invite applications for a tenure-track faculty position at the Assistant or Associate Professor level, subject to budgetary approval. This appointment will be effective August 1, 2000.

The School's mission is: 1) to prepare graduates for social work with populations disadvantaged by social inequities and life circumstances, and 2) to provide leadership and innovation in social work education through teaching, scholarship, research and community service. Our core values affirm the human dignity and the social equality of all people. We educate about the barriers to equality and seek to address the causes of oppression. We are committed to learning environments that respect human and cultural diversity, and we seek to work with populations and communities that experience poverty, exploitation and domination.

Required qualifications include: a doctorate (or near completion) in social work or a related field; a capacity to work across human diversity with vulnerable populations; a commitment to teaching excellence at the undergraduate level; contribution to collaborative community research that builds knowledge for progressive social work education and practice. We seek an individual with a research program, undergraduate teaching record and social work practice experience in the areas of families, children and youth, incorporating structural and anti-oppression perspectives.

Applicants are invited to send a curriculum vitae, the names and addresses of three references and a letter outlining teaching, research and professional expertise relevant to the position, by January 10, 2000, to: Dr. Susan Silver, Director, School of Social Work, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Although applications will be accepted until the position is filled, those submitted by the due date are assured of receiving full consideration.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

RYERSON

ASSISTANT PROFESSOR

(2 POSITIONS)

MATHEMATICS AND COMPUTER SCIENCE PROGRAM

COLLEGE OF SCIENCE AND MANAGEMENT

UNBC

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

UNBC's Mathematics and Computer Science Program invites applications for 2 full-time tenure-track positions in Computer Science at the Assistant Professor level.

Our Computer Science Program has been growing rapidly since its start in 1994. It has a strong undergraduate program and developing graduate studies. Current faculty research areas include artificial intelligence, software engineering, parallel and distributed computing, databases, real-time systems and computational mathematics. The department facilities presently consist of one hardware laboratory and three software laboratories with Sun Sparc and SGI workstations, connected to Sun Ultra servers and supported by a full-time systems administrator. In addition, the University has recently received CFI funding for a high performance computing facility valued at $1.4 million.

Candidates in all areas of research are welcome to apply. Some areas of particular interest are: computer graphics and data visualization, multimedia communications, information systems, computer-supported cooperative work, computer networks and communication protocols. Qualifications include a Ph.D. in Computer Science or a closely related field (or imminent completion of degree), evidence of strong research potential and preparation to teach effectively at the undergraduate and graduate levels. Teaching experience is an asset. Experience in software development projects and demonstrated interest in collaboration with industry are desirable.

Please submit a letter of application, a current curriculum vitae, a statement of research and teaching interests and the names and addresses of at least 3 references to: **Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Inquiries may be directed to Dr. Lee Keener, Chair of Selection Committee, Mathematics and Computer Science Program, by E-mail at cs-search@unbc.ca or fax (250) 960-5545, Attn: CS Selection Committee.

Both a January 1, 2000 and a July 1, 2000 start date will be considered for the first of the two tenure-track positions. The second position will have a July 1, 2000 start date. Applications will be reviewed as received for the first position. Applications received by December 31, 1999 will receive full consideration for the second position, but applicants for the first position are urged to apply as soon as possible. Nevertheless, applications will be accepted until both positions are filled. Applicants will be considered for either of the vacant positions unless the applicant indicates otherwise.

For more information, visit our website: **www.unbc.ca**

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

Lakehead
UNIVERSITY

FINANCE AND STRATEGIC MANAGEMENT/ BUSINESS POLICY

The Faculty of Business Administration at Lakehead University invites applications for probationary (tenure-track) appointments in the areas of Finance and Strategic Management/ Business Policy.

Applicants should have completed or be nearing completion of a PhD. The successful candidates are expected to teach and develop undergraduate and post graduate level courses and conduct research in their area of specialty. For the Strategic Management appointment the ability of teaching in the area of Marketing is desirable.

Appointment will commence on July 1, 2000 with the possibility of January 1, 2000 for the position in Finance. Candidates with appropriate qualifications and experience may be considered for appointment at the Assistant or Associate Professor rank. Both positions are subject to budgetary approval.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: **Dr. Bahram Dadgostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1**

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

curriculum vitae, a statement of current and future research plans, recent publications, and arrange to have at least three letters of reference forwarded to: Dr. Terry Caelli, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9 Closing date for applications is December 1, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Full Professor in Behavioral or Cognitive Neuroscience The Department of Psychology at the University of Alberta is seeking to expand its development of the Brain, Behaviour and Cognitive Neuroscience Program. Accordingly, a Full Professor position is open to competition. The appointment will be effective July 1, 2000. Applicants should have expertise in an area of Behavioral and Cognitive Neuroscience, such as plasticity or human cognitive neuroscience. The expectation is that the successful candidate will secure NSERC, MRC, AHFMR, or equivalent funding. The successful candidate will play a key role in further developing the Brain, Behaviour and Cognitive Neuroscience program. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Some administrative experience would be advantageous. Further information about this position can be obtained from <www.psych.ualberta.ca/hiring>. The applicant should send a curriculum vitae, a statement of current and future research plans, recent publications, and arrange to have at least three letters of reference forwarded to: Dr. Terry Caelli, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applications for this competition will be received and considered until a suitable candidate can be identified. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Tenure Track Assistant Professor Position in Brain & Behaviour. The Department of Psychology at the University of Alberta is seeking to expand its development in the area of Brain and Behaviour. A tenure track position at the level of Assistant Professor is open to competition. The appointment will be effective July 1, 2000 Applicants should have expertise in the area of the study of Brain and Behaviour, such as plasticity or human cognitive neuroscience. The expectation is that the successful candidate will secure NSERC, MRC, AHFMR, or equivalent funding. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability, the potential for interactions with colleagues, and fit with departmental needs. Further information about this position can be obtained from <www.psych.ualberta.ca/hiring>. The applicant should send a curriculum vitae, a statement of current and future research plans, recent publications, and arrange to have at least three letters of reference forwarded to: Dr. Terry Caelli Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9 Applications for this competition will be received and considered until a suitable candidate can be identified. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

UNIVERSITY OF ALBERTA — Three Positions in Social, Communications, and Cultural Psychology. The Department of Psychology at the University of Alberta is beginning a new program in Social, Communications, and Cultural Psychology. We are seeking three junior-level scholars who will help to develop this program. Applicants' area of research should fit one of the following descriptions: 1) Social Psychology, area of research interest open; 2) Social Psychology, interest in social judgment and decision making; 3) Sociocultural, Cross-cultural, or Cultural Psychology, area of research interest open; 4) Sociocultural, Cross-cultural, or Cultural Psychology, interest a) in language, discourse, or narrative or b) in adult development or aging. Because of the interdisciplinary nature of studies in psychology and culture, applicants whose background is in areas other than psychology will be considered. These appointments will be made at the Assistant Professor level effective July 1, 2000. Hiring decisions for these positions will be made on the basis of demonstrated research capabilities, teaching ability, the potential for interdisciplinary collaboration, and fit with Departmental needs. Further information about these positions can be obtained from <www.psych.ualberta.ca/hiring>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicant should send a curriculum vitae, a statement of current and future research plans, recent publications, and arrange to have at least three letters of reference forwarded to: Dr. Terry Caelli, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9 Applications for this competition should be received by December 1, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for a tenure-stream faculty position, subject to budgetary approval, beginning July 1, 2000, in any area of developmental psychology. The Department is attempting to address a gender imbalance and therefore will hire a woman for this position, as allowed by the Special Program of the Ontario Human Rights Commission. Applicants should have a PhD, evidence of, commitment to, and superior ability in teaching, as well as an active program in research. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience or potential, and three letters of reference to Dr. Angelo Santi, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: asanti@wlu.ca). We will accept applications until December 1, 1999 or thereafter until the position is filled. Applicants should also supply information concerning any interruptions in their academic careers and other factors that may have affected their capacity to complete scholarly work, if appropriate. This advertisement is directed in the first instance to women who are Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to six tenure-track positions available in the areas of Developmental Psychology, Clinical Psychology and Behavioural Neuroscience. Please see our full-page display ad in this issue.

MCGILL UNIVERSITY — E.P. Taylor Chair of Pain Studies in Psychology The Department of Psychology invites applications for the E. P. Taylor Chair of Pain Studies, which will be awarded to a psychologist or neuroscientist who specializes in research on pain and the management of pain. Candidates for the E. P. Taylor Chair should hold a degree in Psychology (or a closely related field) and have an international reputation for excellence in research and theoretical studies on the psychological aspects of pain, as well as in one or more related fields, such as the physiological, pharmacological, endocrinological, genetic or clinical aspects of pain. The person appointed to the E. P. Taylor Chair (by established procedures of appointment in the Department of Psychology and the Faculty of Science) is expected to have demonstrated, in addition to academic excellence, an interest in translating basic research from the laboratory to therapies applicable in the clinic — that is, to have carried out research or to have proposed concepts that have clear implications for relieving pain and suffering. Opportunities for such research are available in the departments, institutes and centres of the McGill University Hospital Centre (MUHC). Review of applications will begin February 1, 2000. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and of teaching interests and approaches, curriculum vitae, selected reprints, and other relevant material should also be sent to: Dr. Jack Pettigrew, Ph. D., Chair, E.P. Taylor Chair of Pain Studies Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment

MCGILL UNIVERSITY — The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Health Psychology. Applicants with a strong program of research and teaching in any area of Health Psychology (e.g., stress and illness, health-related behaviors, patient decision making, psychosocial aspects of chronic illness) will be considered, without restriction on the area of psychology in which the candidate received his/her Ph. D. Excellent opportunities exist for research in the community and in hospital-based departments, institutes and centres. The deadline for receipt of completed applications is January 17, 2000, with an anticipated starting date of September 1, 2000. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and of teaching interests and approaches, a curriculum vitae, selected reprints, and other relevant material should also be sent to: Blaine Ditto, Ph. D., Chair, Health Psychology Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

PSYCHOLOGY & PHYSIOLOGY

THE UNIVERSITY OF WESTERN ONTARIO — Departments of Psychology and Physiology, invites applications for a probationary (tenure-track) position at the Assistant Professor level in the field of computational neuroscience. Duties will include graduate student supervision, graduate and undergraduate teaching, and maintaining an active research program. The area of research interest is open but priority will be given to candidates with expertise in computational modeling of the neural basis of perception, memory, motor control, learning, attention, and other cognitive systems. The successful candidate will be part of the strong graduate program in Neuroscience at The University of Western Ontario. The primary appointment will be in Psychology or Physiology with an opportunity for cross-appointment in another relevant discipline. Applicants should submit a vita, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Peter Cain, Chair, Search Committee, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Deadline for applications is November 30, 1999. The scheduled starting date is July 1, 2000. This search will remain open until a suitable candidate is found Position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Departments of Physiology and Psychology, invites applications for a primate neurophysiologist at the appropriate tenured or tenure-track academic rank. The candidate is expected to participate in the establishment of new primate facilities for holding and recording, working in conjunction with the Canada Foundation for Innovation and Medical Research Council Group research teams at UWO and the John P. Robarts Research Institute (RRI). Additionally, the applicant will participate in a new functional imaging initiative involving primates at the RRI. Academic duties will include graduate student supervision, graduate and undergraduate teaching, and maintaining an active research program. The area of research interest is open but priority will be given to candidates with interest and expertise in vision and perception, memory, motor control, learning, attention, or related areas of cognitive neuroscience. The successful candidate should have a proven track record of extramural funding and will be part of the strong graduate program in Neuroscience at The University of Western Ontario. The primary appointment will be in the Department of Physiology or Psychology with an opportunity for cross-appointments in another relevant discipline and the RRI. Applicants should submit a vita, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Peter Cain, Chair, Search Committee, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Deadline for applications is November 30, 1999. The scheduled starting date is July 1, 2000. This search will remain open until a suitable candidate is found Position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY — School of Public Administration. Subject to budgetary approval, applications are invited for a tenure-track position in the School of Public Administration, Carleton University, to commence July 1, 2000. Candidates are expected to have a Ph.D. in economics or public policy, with a strong research interest in the use and application of economic theory in the study of public policy. The position involves teaching and supervision at the Master's and Doctoral levels, in at least one of the following areas: environmental economics, law and economics, economic development or health economics. Applications, with a curriculum vitae, graduate transcripts, and names and addresses of three referees should be sent to: Professor Gene Swimmer, Chair, Hiring Committee, School of Public Administration, 1125 Colonel By Drive, Carleton University, Ottawa, Ontario K1S 5B6. The closing date for applications is December 20, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

PULMONARY MEDICINE

UNIVERSITY OF ALBERTA — Division of Pulmonary Medicine, Department of Medicine. The Division of Pulmonary Medicine is recruiting two faculty members at the Assistant/Associate Professor level. The job description will include between 25 to 75% clinical, with the balance in research and education. Specific clinical expertise will be in general pulmonary, asthma or transplantation. Research interest should integrate with existing strength within the Division and Department, and preferably in the area of inflammation, tissue injury and repair, or in health outcomes. The Department of Medicine Practice Plan ensures a competitive financial compensation package. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested candidates should contact: S.F Paul Man, MD, University of Alberta, 2E4.3B Walter Mackenzie Centre, Edmonton, Alberta, T6G 2B7, Tel: (780) 407-6266, E-mail: paulman@ualberta.ca The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

RECREATION & LEISURE

BROCK UNIVERSITY — Department of Recreation and Leisure Studies, Faculty of Physical Education and Recreation. The Department of Recreation and Leisure Studies invites applications for a probationary (tenure track) position at the Assistant Professor level effective July 1, 2000, subject to final budgetary approval. Candidates should have a Doctorate in Recreation and Leisure Studies or a related field. Preference will be given to those candidates who teach and conduct research related to administration, management, marketing, and/or the delivery and evaluation of recreation services either in the public or private sectors. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. J. Larsen, Chair, Department of Recreation and Leisure Studies, Fac-

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RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education with 37 career-oriented programs. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

APPLIED HUMAN NUTRITION

Faculty Position

Ryerson's School of Nutrition invites applications for a Tenure-Track Position in Applied Human Nutrition at the Associate or Assistant Professor level, to commence July 2000. Positioned within the Faculty of Community Services, the School of Nutrition is committed to the integration of theory and practice in both teaching and applied research, and values interdisciplinary initiatives and innovative approaches to professional education.

The School offers a comprehensive baccalaureate program to approximately 350 students. The mission of the program is to prepare food and nutrition specialists, who bring to their practice an understanding of the diverse needs and quality of life issues of individuals, families and communities. The undergraduate program is accredited by Dietitians of Canada.

The successful candidate will hold a relevant doctorate and be an experienced food and nutrition practitioner with membership in Dietitians of Canada. He/she will be expected to teach within a student-centred learning environment, establish a research program, and participate in service activities involving the university, community, industry and/or the profession. The School is particularly interested in candidates with experience in health promotion and communications.

Applicants are requested to submit their curriculum vitae, the names and addresses of three referees and a proposal documenting how their expertise would contribute to the School's development in food and nutrition professional education. Applications should be received by January 17, 2000, and should be addressed to: Jennifer Welsh, Director, School of Nutrition, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3, Fax: (416) 979-5204 Although applications will be accepted until the position is filled, those submitted by the due date are assured of receiving full consideration.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RYERSON

Dalhousie University

School of Health & Human Performance Director

The School of Health and Human Performance invites applications or nominations for the position of Director, effective July 1, 2000, for a five year period (renewable and tenure stream). The School's Mission is to develop leaders and scholars who can generate, disseminate and apply knowledge that helps to maintain and enhance health.

The School has undergone an exciting transformation process and is seeking a leader for its next stage of development. The Director reports to the Dean of the Faculty of Health Professions, administers the undergraduate programs in health education, kinesiology, recreation management and therapeutic recreation, and is responsible for the budget. The successful candidate will have had administrative experience, a strong record of leadership, and demonstrated excellence in teaching, research, professional work

The School is seeking a visionary leader and motivator with an earned doctorate or equivalent who has enjoyed a successful academic career and is familiar with the School's three program areas. Strong human resource and financial management skills and familiarity with university processes are desired. The Director should be able to contribute to the teaching program and to supervise graduate students

Subject to budgetary approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. Written nominations or applications for the position, accompanied in the latter case by a curriculum vitae and the names of three referees should be sent no later than **January 15, 2000** to:

Dr. Ingrid Sketris, Chair, Search Committee,
Director of the School of Health and Human Performance
c/o Dean's Office, Faculty of Health Professions
Dalhousie University, 3rd Floor, Burbidge Building
5968 College Street, Halifax, NS B3H 3J5
Phone (902) 494-3527
Fax (902) 494-1966

McMaster University

Computing & Software Faculty of Engineering

McMaster University, recognized as one of the most innovative universities in Canada, has a new department, Computing and Software, in the Faculty of Engineering. It offers a new program in Software Engineering and an established program in Computer Science. The department currently has 21 faculty and is rapidly expanding. Our web page is www.cas.mcmaster.ca.

We are seeking new colleagues at all levels. We seek outstanding candidates from all areas of Software Engineering and Computer Science, but we are especially interested in applicants working in: performance prediction, biomedical computing, computers in communication systems, computer security, distributed data networks, high performance computing, real-time control systems, man-machine interfaces, and software design methods.

We treat Software Engineering as a branch of engineering distinct from Computer Engineering and Computer Science. We have designed an innovative new program to meet the engineering accreditation criterie of the Canadian Engineering Accreditation Board. Ability to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage.

Applicants should have a Ph.D. in engineering, computer science, mathematics or a related field. We consider creative experience in industry to be as relevant as academic experience. All our faculty members are expected to teach graduate, undergraduate, and service courses as well as supervise graduate student research. They must have a strong and demonstrated commitment to research in a university environment and will have normal faculty administrative and committee responsibilities.

McMaster University has an employment equity program that encourages applications from all qualified candidates, including women, aboriginal people, persons with disabilities and visible minorities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada.

Salary is commensurate with experience and qualifications. Applications, including a curriculum vita, a statement detailing research and teaching interests and the names of five referees should be sent to: **Cheir, Department of Computing and Software, Faculty of Engineering, McMester University, 1280 Mein St. West, Hamilton, Ontario, Canade L8S 4L7.**

Applications will be accepted until the positions are filled.

CAREERS SECTION · SECTION DES CARRIÈRES

ulty of Physical Education and Recreation, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is January 15, 2000 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive employment policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.Brock.ca

RECREATION MANAGEMENT/ LEISURE STUDIES

DALHOUSIE UNIVERSITY — The School of Health and Human Performance, a member of the Faculty of Health Professions at Dalhousie University, invites applicants with a Doctorate in Recreation Management/Leisure Studies to make application for a full-time probationary tenure-track position at the Assistant Professor level in the recreation/leisure studies program, commencing August 1, 2000. We are searching for a candidate with a strong emphasis in Recreation Management with special focus in any of the following areas: foundations of recreation, program planning and evaluation, research methods, statistics, financial management; physical & human resource management, public relations, marketing and customer service, facility design and management, or analysis of leisure service delivery, etc. This position presents the opportunity to contribute to teaching at both the undergraduate and graduate level. At the undergraduate level the recreation management program is an integrated post-degree program in cooperation with the Faculty of Management. A second undergraduate degree program is also offered in therapeutic recreation. At the graduate level the emphasis is on leisure behavior of various subgroups in society. The School, with some 30 faculty and staff members, offers bachelor's and master's degrees in its three program areas, health education, kinesiology and leisure studies to about 500 students. The undergraduate programs are linked through several core courses that deal with health and well-being, professional issues, community development, and research methods. All undergraduate students must complete these core courses. The applicant should have an understanding of how these programs contribute to the School's mission to develop leaders and scholars who can generate, disseminate and apply knowledge that helps to maintain and enhance health, and how he/she might also contribute in some way to these core courses. The size of most undergraduate classes range from 30 to 100, but reach as high as 150 in the core courses. Graduate courses range in size from 5 to 20 students. The successful candidate will be expected to have a commitment to teaching excellence, a familiarity with professional education, and the ability to establish a productive research program consistent with the mission of the School. In support of these expectations, the School offers a collaborative and congenial working environment. A letter of application together with a curriculum vitae, a one-page summary of teaching experience, a brief statement on research experience as it relates to the School's mission, and the names and addresses of three referees should be submitted to: **Dr T. L Maloney, Director, School of Health and Human Performance, Dalhousie University, Halifax, Nova Scotia B3H 3J5; E-Mail: Lawrence.Maloney@dal.ca; Telephone: (902) 494-3829, FAX: (902) 494-5120, Website. http://www.dal.ca/.** In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women

RELIGIOUS STUDIES

MCMASTER UNIVERSITY — The Department of Religious Studies at McMaster University invites applications for a ten-month contractually limited appointment, commencing August 1, 2000, in the area of New Testament and Early Christian studies. Candidates must have Ph.D in hand and must show evidence of proficiency in teaching and of continuing research. The successful candidate will be expected to conduct graduate seminars in the field of New Testament studies and to teach undergraduate courses in the biblical area. Letters of application together with curriculum vitae, proposals for two one-term graduate seminars in New Testament studies, and names with contact information on three referees should be sent to: Stephen Westerholm, Chair, Department of Religious Studies, McMaster University, Hamilton, Ontario, Canada L8S 4L9; Tel: (905) 525-9140, ext 24528; Fax:(905) 525-8161. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. Deadline for applications is January 10, 2000

RENEWABLE RESOURCES

UNIVERSITY OF ALBERTA — The Department of Renewable Resources at the University of Alberta requires a Coordinator for the Spatial Information Systems Laboratory. The Spatial Information Systems Laboratory is a multi-user research and teaching facility running on a heterogeneous network of UNIX and Windows NT computers. The Laboratory serves as a focus for GIS and remote sensing related activities for the Department, the Faculty of Agriculture, Forestry and Home Economics, and the broader University community. The coordinator will report to the Chair of the Department of Renewable Resources. Additional information about the Department of Renewable Resources, the Forestry program and the Environmental and Conservation Sciences program is available on the Department web page at <www.ualberta.ca>. The appointment will be at the Faculty Service Officer or Technologist level, depending on the qualifications of the successful applicant. The coordinator will be responsible for the scheduling of activities in the laboratory, budgeting, and control of finances. This position includes an instructional role in the teaching of a senior undergraduate course in the application of GIS in renewable resource management, and in assisting academic staff and graduate students in the completion of their research. A strong background in biophysical resource analysis is required. The ideal candidate will have an advanced knowledge of spatial analysis techniques applied in GIS and Remote Sensing, and experience with ARC/INFO and PCI analysis software. An advanced University degree in a related field is desired. A demonstrated knowledge of system administration of a heterogeneous network environment and experience with the Windows NT and UNIX operating system is desired. The salary range of this position is $34,504 to $59,526. Applications received by November 30, 1999 will be reviewed at the first meeting of the selection committee. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a letter of application and a detailed curriculum vitae to: Dr. James Beck, Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta, T6G 2H1, Canada. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

ROMANCE STUDIES

BROCK UNIVERSITY — The Department of French, Italian and Spanish at Brock University invites applications for a probationary (tenure-track) interdisciplinary appointment in Romance Studies, at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. Expertise in one or more of the following areas is required: language pedagogy, Romance linguistics, translation studies. The successful candidate is expected to develop and teach interdisciplinary courses in one or more of the areas of specialization, and to participate in the language-teaching program in one or more of the department's languages. Applicants must hold a doctoral degree and possess native or near-native fluency in one or more of the department's languages (French/Italian or Spanish). Deadline for applications is January 15, 2000. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Leonard Rosmarin, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.Brock.ca

SOCIAL SCIENCE

YORK UNIVERSITY — Faculty of Arts, announces a position in Latin American and Caribbean Studies, Department open with a preference for Anthropology, Sociology, or social sciences. Applications are invited from both junior and mid-level scholars with an appointment to be made at either the Assistant Professor level (tenure-stream) or the Associate Professor level (tenured). Appointment to commence July 1, 2000. York University is beginning a multi-year initiative to appoint tenure-stream members at entry-level and mid-career who will be of the highest caliber and who will enhance our international academic and research programs and further the University's commitment to excellence through diversity. We are seeking a scholar in Sociocultural Anthropology, Sociology, or social sciences able to teach both graduate and undergraduate courses. Mid-career applicants are expected to have an international reputation in their area(s) of expertise. Junior applicants must demonstrate the promise of scholarly excellence. The successful candidate will be expected to contribute to the strengths of the University in Latin American and Caribbean studies and to participate in York's Centre for Research on Latin America and the Caribbean (CERLAC), one of Canada's leading research institutions. Fluency in Spanish is required and knowledge of any other regional language is an asset. We are strongly interested in scholars whose work focuses on one or more of the following areas: globalization, public culture, social justice, civil society, social movements and social development. Salary: Commensuate with qualifications. Applicants should submit a curriculum vitae, appropriate examples of their scholarship and teaching evaluations, if available, and arrange to have three letters of reference sent to Professor Kenneth Little, Chair, Latin American and Caribbean Search Committee, C/O Office of the Dean, Faculty of Arts, 5928 Ross, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is November 26, 1999. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

SOCIOLOGY

YORK UNIVERSITY — Department of Sociology Faculty of Arts. Applications are invited for a tenure-stream appointment at the rank of assistant or associate professor level from persons with a specialization in the area of classical and contemporary sociological theory. A demonstrated knowledge of sociological theory is an international enterprise would be an asset. At the associate professor level, a PhD is required. The successful candidate will be expected to provide leadership in the graduate program and to have an international reputation in his/her area of expertise. At the assistant professor level, a PhD is required to completed by September 1, 2000. A record of sociological scholarship in the area of specialization, and demonstrated commitment to teaching are required of all candidates. Duties will include teaching at the undergraduate and graduate levels, a program of productive research, and involvement in departmental work. The successful candidate will be expected to regularly teach the second-year foundation course in sociological theory. Applicants should send a curriculum vitae, a letter stating abilities and interests relevant to the position, examples of their written work, and arrange to have three referees send letters to Prof. Norene Pupo, Chair, Department of Sociology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is December 15, 1999. Duties will commence July 1, 2000. This position is subject to budgetary approval and salary is dependent upon qualifications. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

YORK UNIVERSITY — Department of Sociology, Faculty of Arts. Applications are invited for a tenure-stream appointment at the assistant professor level from persons with a specialization in the area of crime and social regulation in Canada. A demonstrated knowledge of theory, research and policy in societies outside North American would be an asset. A PhD, to be completed by September 1, 2000, a record of sociological scholarship in the area of specialization, and a demonstrated commitment to teaching are required. Duties will include teaching at the undergraduate and graduate levels, a program of productive research, and involvement in departmental work. The successful candidate will be expected to regularly teach the third-year course, Crime and Delinquency. Applicants should send a curriculum vitae, a letter stating abilities and interests relevant to the position, examples of their written work, and arrange to have three referees send letters to: Prof. Norene Pupo, Chair, Department of Sociology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is December 15, 1999. Duties will commence July 1, 2000. This position is subject to budgetary approval and salary n dependent upon qualifications. York University is implementing a policy of employment equity, including affirmative action for women faculty In accordance with Canadian immigration requirements, this advertisement n directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA — The Department of Sociology at The University of Manitoba is committed to excellence in teaching and research. It offers undergraduate programs in Sociology and Criminology and has MA and Ph.D programs. The Department is pleased to invite applications for two positions a full-time Tenure Track position and a full-time Three Year Term position. These positions are at the Assistant Professor rank and are subject to budgetary approval. The successful candidates must have a PhD, in Sociology or related discipline by the commencement of the appointment and the ideal candidates would have demonstrated competence in teaching and research. Duties for these positions include undergraduate/graduate teaching (including introductory sociology courses), research in the candidate's areas of expertise, and service within the University and the community. The normal teaching load for Faculty of Arts academic staff members is 15 credit hours per Regular Session. The successful candidate for the tenure track appointment must have expertise in the area of race and ethnic studies. This appointment will begin on July 1, 2000. The successful candidate for the Three Year Term position must have expertise in the area of criminology. This appointment will begin on July 1, 2000 and end on June 30, 2003. The 1998 – 99 salary range for these positions is $42,524 - $50,000. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications are to be sent to Dr. Rodney Kueneman, Head, Department of Sociology, 318 Isbister Building, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. In order to expedite the selection process, the following documents should be provided to the Search Committee by the closing date: 1) a letter of application, 2) a statement of how the applicant's program of study and research qualifies them for the position sought, 3) a brief statement of teaching and research interests, 4) a curriculum vitae, and 5) three letters of reference. Additional information about the University of Manitoba and the Sociology Department is available on our website at http://umanitoba.ca/faculties/arts/sociology/ Closing date for applications is December 8th, 1999.

BROCK UNIVERSITY — The Department of Sociology at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. A recently completed Ph.D. in Sociology, Criminology or a related discipline is required, together with evidence of successful undergraduate teaching experience and research potential. Teaching responsibilities of the successful candidate will include critical criminology. In addition to undergraduate teaching and supervision, the successful candidate will be expected to develop a program of independent research and scholarly activity in the person's specific area of expertise and to participate in the affairs of the department. Applicants should submit by Dec. 31, 1999, a letter of application accompanied by a curriculum vitae, selected reprints and pre-prints of published work, and three letters of reference to: Professor John Sorenson, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, ON L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.Brock.ca

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Sociology, The University of Western Ontario, invites applications for a full-time, probationary (tenure-track) appointment at the rank of Assistant Professor. Major responsibilities include undergraduate and graduate instruction and research in the area of Social Demography. Candidates must have a PhD in Sociology or a closely related discipline and show strong evidence of research potential and excellence in teaching. The successful candidate will be able to teach undergraduate quantitative research methods and statistics courses as well as demography. Preference will be given to those who conduct research on the demography of industrialized nations, especially Canada. Related work in the department's graduate programme strengths of Health and Aging, and Social Class and Social Change will also be an asset. Closing date for applications is December 1 1999. Interested candidates should send their curriculum vitae and names of three references to: Professor James J Teevan, Chair Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents in Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities

THE UNIVERSITY OF WINNIPEG — The Department of Sociology at the University of Winnipeg is pleased to invite applications for a probationary tenure-track position at the rank of Assistant Professor, subject to budgetary approval. The preferred candidate will have specialization in Race and Ethnic Relations, as well as Aboriginal issues, and have an interest in further development of the curriculum in those areas. Candidates should also be able to teach introductory and intermediate courses in Sociology. Candidates should have a Ph.D. or be near completion, and have a strong record of research and teaching. The successful candidate must have a strong commitment to undergraduate teaching and to research. The position will commence July 1, 2000. The University of Winnipeg is committed to employment equity and encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with disability. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. Interested candidates should, by January 15, 2000, send a curriculum vitae, including three letters of reference to Professor Sandra Kirby, Chair, Department of Sociology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, fax 204-774-4134

YORK UNIVERSITY — Faculty of Arts, announces a position in Latin American and Caribbean Studies, Department open with a preference for Anthropology, Sociology, or social sciences. Applications are invited from both junior and mid level scholars with an appointment to be made at either the Assistant Professor level (tenure-stream) or the Associate Professor level (tenured). Appointment to commence July 1, 2000. York University is beginning a multi-year initiative to appoint tenure-stream members at entry-level and mid-career who will be of the highest caliber and who will enhance our international academic and research programs and further the University's commitment to excellence through diversity. We are seeking a scholar in Sociocultural Anthropology, Sociology, or social sciences able to teach both graduate and undergraduate courses. Mid-career applicants are expected to have an international reputation in their area(s) of expertise. Junior applicants must demonstrate the promise of scholarly excellence. The successful candidate will be expected to contribute to the strengths of the University in Latin American and Caribbean studies and to participate in York's Centre for Research on Latin America and the Caribbean (CERLAC), one of Canada's leading research institutions. Fluency in Spanish is required and knowledge of any other regional language is an asset. We are strongly interested in scholars whose work focuses on one or more of the following areas: globalization, public culture, social justice, civil society, social movements and social development. Salary: Commensuate with qualifications. Applicants should submit a curriculum vitae, appropriate examples of their scholarship and teaching evaluations, if available, and arrange to have three letters of reference sent to Professor Kenneth Little, Chair, Latin American and Caribbean Search Committee, C/O Office of

QUEEN'S UNIVERSITY AT KINGSTON
Dean, Faculty of Education

Queen's University invites nominations and applications for the position of Dean of the Faculty of Education. The appointment is for a renewable five-year term commencing July 1, 2000 and will include a continuing academic appointment. The Dean will be expected to provide strong leadership for faculty, staff and students and to promote professional associations within the broader community.

Queen's University has a student enrolment of 14,000 full-time and 3,000 part-time with approximately 1,000 faculty and 2,000 staff. The University is located in the historic city of Kingston, Ontario which offers an abundance of cultural and recreational activities.

The Faculty offers both consecutive and concurrent programs leading to a Bachelor of Education degree and a number of unique program tracks including an opportunity for candidates to specialize in Aboriginal teacher education. Graduate programs are offered at both the Masters and Doctoral levels.

The Dean reports directly to the Vice-Principal (Academic) and has responsibility for the supervision of research and teaching programs as well as the budget and staffing of the Faculty.

Excellent interpersonal and communication skills will form the framework to sustain and advance interactions and encourage innovation within the Faculty. The successful candidate must have (1) demonstrated excellence in teaching, research and administration; (2) a record of achievement in advancing equity initiatives; and (3) the skills to collaborate effectively with the profession and external community.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualification and experience and the names of three referees be sent no later than *January 5, 2000* to: *Dr. David H. Turpin, Vice-Principal (Academic), Queen's University, Richardson Hall, Room 239, Kingston, ON K7L 3N6 Canada.*

More information on the Faculty and its programs can be obtained at: http://educ.queensu.ca.

UNIVERSITY OF CALGARY

Financial Position

On the edge and leading the way.
The University of Calgary is a contemporary university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The **Faculty of Management** is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill a position in Finance, without any stated preference for specialism. The successful candidate would be expected to have broad teaching interests and to teach at undergraduate, graduate and Ph.D. levels. A tenure-track position is available commencing in the Fall of 2000.

The Faculty of Management is an AACSB accredited institution with state-of-the-art facilities. We place equal emphasis on research and teaching with no constraints on the research focus of a candidate.

Interested individuals are asked to submit their CV by December 31, 1999 to: **Dr. Gordon Sick**, Chair, Finance Selection Committee, University of Calgary, Faculty of Management, 2500 University Drive NW, Calgary, Alberta T2N 1N4
Fax: (403) 284-7903; e-mail: sick@mgmt.ucalgary.ca
http://www.ucalgary.ca/UofC/faculties/MGMT/fnce/index.html

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity

www.ucalgary.ca

TENURE-TRACK POSITION HEALTH ECONOMICS

The Department of Economics at the University of New Brunswick, Fredericton seeks to fill a tenure-track position in health economics. Rank is open. Duties include research, teaching at the graduate and undergraduate levels, and supervision of graduate students. Candidates should have a PhD, a strong commitment to research on health policy issues, and be willing to undertake collaborative research with individuals in related fields.

Send application, including CV and the names of three references by **January 15, 2000** (applications will be accepted until the position is filled) to:

Dr. Beverly Cook, Chair
Department of Economics
University of New Brunswick
P. O. Box 4400, Fredericton, N.B. E3B 5A3

Telephone: (506) 447-3202
Fax (506) 453-4514
E-mail: bac@unb.ca

The date of appointment will be July 1, 2000. We encourage all qualified persons to apply.

Information about UNB and the City of Fredericton may be found at http://www.unb.ca and http://www.City.Fredericton.nb.ca/welcome.html

The University of New Brunswick is committed to the principle of employment equity

UNIVERSITY OF NEW BRUNSWICK

the Dean, Faculty of Arts, 5928 Ross, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is November 26, 1999. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

AUGUSTANA UNIVERSITY COLLEGE invites applications for a tenure-track appointment in Sociology beginning 1 August 2000, subject to budgetary approval. The successful candidate will hold a Ph.D. in sociology or will be near completion. Candidates with a demonstrated expertise in any of the various interpretive traditions in sociology (e.g. phenomenology, ethnomethodology, poststructuralism, symbolic interactionism, analysis) are preferred. While area of specialization is open, those in the areas of family, social movements, and mass media are particularly encouraged to apply. The tenure-track position could lead to a cross-appointment with existent interdisciplinary Studies programs (e.g. Canadian Studies, Environmental Studies, Women's Studies, Development Studies or Crime and Community) Candidates will be evaluated in terms of this potential contribution to the achievement of Augustana's purpose as a liberal arts and sciences university that emphasizes excellence in undergraduate teaching. Augustana currently offers three and four-year undergraduate degrees in Sociology. Initial rank and salary will be set according to the qualifications and experience of the successful candidate. The university provides a smoke-free work environment and is willing to help the spouse of a new faculty member seek suitable employment. Augustana encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications (including Curriculum Vitae and three letters of reference) will be accepted until 15 December 1999 but should be submitted as soon as possible to: Dr. David W. Dahle, Academic Dean, Augustana University College, 4901 – 46 Avenue, Camrose, Alberta T4V 2R3; Phone:(780)679-1502; FAX: (780) 679-1129. Augustana is a liberal arts and sciences university of The Evangelical Lutheran Church in Canada and a member of the Association of Universities and Colleges of Canada (AUCC).

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Sociology. Applications are invited for a full-time tenure-track position at the rank of Assistant Professor, effective September 1, 2000. The person appointed should have an expertise in, and will be expected to teach in at least two of the following areas: criminology; health; gender; quantitative methods; population studies, social gerontology, sport or recreation. Other specialities may be considered. The successful candidate should be willing to supervise honours and graduate students. The position is subject to budgetary approval. Applicants must have a completed Ph.D. at the time of the appointment and a promising record of teaching and scholarly research. The closing date for the application is January 15, 2000. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. Applicants should mail or fax (709-737-2075) their curriculum vitae and two examples of written work, either published or unpublished (at least one of which is single authored) to: Dr. Stephen Cracker, Chair of Recruitment Committee, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7; bcracker@morgan.ucs.mun.ca. Candidates who are shortlisted will be asked subsequently to send the names of three referees. Memorial University is committed to employment equity in accordance with Canadian immigration regulations. This advertisement is directed to Canadian citizens and permanent residents of Canada

THE UNIVERSITY OF CALGARY, Department of Sociology invites applications for a full time tenure-stream position at the rank of assistant professor effective July 1, 2000. We seek a specialist in qualitative research methods with an active, productive qualitative research program and the ability to teach qualitative methods at both the graduate and undergraduate levels. The substantive area of specialization is open. A completed PhD at the time of appointment, a demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity or the demonstrable potential to develop such a record are required. The Department has nearly 400 undergraduate majors, and offers BA., MA, and Ph.D. degrees. Applicants may find more information on the Department at its website www.ucalgary.ca/~sociolog. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of written work, and any available teaching evaluations should be sent by December 15, 1999 to the following address. Applicants should also arrange for three letters of reference to be sent to the same address or fax number, Richard A. Wanner, Head, Department of Sociology, University of Calgary, Calgary, Alberta, Canada T2N 1N4; Fax: (403) 282-9298.

SOCIOLOGY & ANTHROPOLOGY

CARLETON UNIVERSITY — Department of Sociology and Anthropology. Applications are invited for a twelve-month limited term position in criminology and criminal justice in the Department of Sociology and Anthropology at the rank of Assistant Professor to commence July 1, 2000. The appointment is subject to budgetary approval. The successful candidate will participate in the teaching of courses offered by the Department of Sociology and Anthropology which form part of the University's inter-departmental undergraduate programs in criminology and criminal justice (offered in conjunction with the Departments of Law and Psychology), and of the Department's own undergraduate programs. The Department also offers graduate courses in criminology, and criminal justice forms a sub-field within the Department's doctoral program in sociology. Ability to contribute to the Department's graduate programs, to other substantive offerings within the Department, as well as to the teaching of the Department's various theoretical and methodological courses, will be considered an advantage. The successful candidate will have a completed doctorate in sociology or a cognate discipline or program, an established record of publications, and will have demonstrated superior ability as a teacher. A letter of application, stating research and teaching interests, together with a curriculum vitae, examples of two pieces of published or professionally commissioned work, any available teaching evaluations, and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Dr. John Shepherd, Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. At the same time, candidates should arrange to have their three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is November 30, 1999.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to five tenure-track positions available for candidates specializing in one or more of the following areas: Contemporary Theory; Social Inclusion/Exclusion; Subjectivity and Socialization; Culture and Representation; and Social Movements. Please see our full-page display ad in this issue.

SPANISH

BROCK UNIVERSITY — The Department of French, Italian and Spanish at Brock University, invites applications for a probationary (tenure track) or limited term appointment, subject to final budgetary approval, in Spanish, effective July 1, 2000, at the rank of Assistant Professor. Candidates should hold a Ph.D degree and must demonstrate native or near-native fluency in Spanish. Preference will be given to candidates whose research is the area of modern and contemporary Hispanic literature (Peninsular and Latin American), with experience and a demonstrated commitment to teaching courses in language and culture at all undergraduate levels are essential. The successful candidate is expected to participate in the academic and administrative activities of the Spanish section of the Department. Letters of application, accompanied by an up-to-date curriculum vitae and three letters of reference, are to be sent to: Dr. Leonard Rosmarin, Chair, Dept. of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1. Closing date for applications is December 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University website www.BrockU.ca.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Spanish. Assistant Professor: probationary (tenure-track) beginning 1 July 2000, subject to budgetary approval. A PhD in Spanish is required in one of the following areas: language; literature, culture and civilization. The successful applicant will have native or near-native fluency in Spanish and English, and preferably some experience teaching Spanish as a second language at the post-secondary level, as well as demonstrated expertise in various aspects of the contemporary and past culture(s) of Latin American Competency in Computer-Assisted Language Learning would also be an asset. A strong commitment to and an appropriate record of scholarship and original research are required. The successful applicant will teach introductory and intermediate courses in Spanish language, literature, and culture and civilization, and will be expected to develop and offer an introductory course in Latin American Studies to be taught in English. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activity located in southern Alberta, within sight of the Rocky Mountains. Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Professor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2560; Fax. (403) 382-7168; or E-mail: erickson@uleth.ca. The closing date for applications is January 31, 2000.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has two tenure-track positions available — one in the area of Peninsular Literature and Philology, the other in Spanish American literature and culture. Please see our full-page display ad in this issue.

STATISTICS

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for a tenure-track position in Statistics. Department interests cover a wide range of topics in inference, statistical methods and theory, and areas of application. Applicants must have a PhD by the time of appointment, with research in statistics or probability. They must have demonstrated ability in research and good teaching and communication skills. Applications are welcome in all areas of statistics or probability, but are invited particularly in areas of computer intensive statistical methods. Duties include undergraduate and graduate teaching, and development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given also to more senior applicants. Salary will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The appointment is effective July 1, 2000 or later. The closing date for applications is December 31, 1999 Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M. E. Thompson, Chair Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities

UNIVERSITY OF WATERLOO — Statistics Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the life times of individuals or units. Such data may arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position arise in medicine. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include KS Brown, RJ Cook, IO Kalbfleisch, JF Lawless, DE Matthews, J O'Hara Hines, CA Struthers, ME Thompson, among others Candidates must possess a recent Ph.D. in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical scientific computing. Familiarity with clinical trials and epidemiology would be an asset. The initial appointment will be for one year with the possibility of renewal for a second year. The deadline for applications is December 31st, 1999. The appointment may be effective January 2000 or shortly thereafter. Those interested are encouraged to send a curriculum vitae and have three letters of reference sent to: Professor M. E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

UNIVERSITY OF MANITOBA — The Department of Statistics at the University of Manitoba invites applications for three Tenure-track appointments at Assistant Professor rank in the field of Statistics. The appointments will begin on July 1, 2000, or on a date mutually agreed upon. The successful candidates must have a PhD degree (or a PhD degree to be completed by the starting date) in Statistics and have demonstrated competence in teaching and research in the area of Statistics, Biostatistics and/or Applied Probability. The positions are subject to final budgetary approval. Duties will include undergraduate and graduate teaching supervision research and service-related activities. The current salary range at Assistant Professor rank is $42,524 – $65,040. The University of Manitoba encourages applications

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions The view of academic freedom and the extent to which it is protected in other countries may vary Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada CAUT publishes a list of universities censured by AAUP twice a year Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th. St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'ethnicité, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005, tél: (202)737-5900

TARIFS DE PUBLICITÉ

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Grandes annonces[1] ..... 1,00 $

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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

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[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser

AD DEADLINES 1999-2000

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

ISSUE	CLASSIFIED	DISPLAY
January	December 3/99	December 10/99
February	January 7/00	January 14/00
March	February 7/00	February 14/00
April	March 6/00	March 13/00
May	April 7/00	April 14/00
June	May 5/00	May 12/00

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Stella Mazzarolo — Advertising Coordinator

TEL (613) 820.2270 *FAX* (613) 820.2417

EMAIL mazz@caut.ca

2675 Queensview Drive, Ottawa, ON K2B 8K2

× CLIP & SAVE

DATES LIMITES 1999-2000

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Janvier	3 décembre 1999	10 décembre 1999
Février	7 janvier 2000	14 janvier 2000
Mars	7 février 2000	14 février 2000
Avril	6 mars 2000	13 mars 2000
Mai	7 avril 2000	14 avril 2000
Juin	5 mai 2000	12 mai 2000

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité

TÉL. (613) 820.2270 *TÉLÉC.* (613) 820.2417

COURRIEL mazz@caut.ca

2675, promenade Queensview, Ottawa ON K2B 8K2

× DÉCOUPEZ ET CONSERVEZ

CAREERS SECTION · SECTION DES CARRIÈRES

from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications including an updated curriculum vitae and a brief statement of teaching philosophy to: Dr. Brian D. Macpherson, Chair, Search Committee (Statistics), Department of Statistics, The University of Manitoba, Winnipeg Manitoba R3T 2N2; Telephone: 204-474-9826; Fax: 204-474-7621. E-mail: Brian_Macpherson@UManitoba.ca. In addition, please arrange to have three letters of reference sent directly to the Chair of the Search Committee. Additional information about the Department of Statistics can be found on the web site at www.umanitoba.ca/statistics. Closing date for receipt of applications is December 15, 1999

SURGERY

UNIVERSITY OF ALBERTA — Divisional Director, Division of Pediatric Surgery/Chief of Pediatric Surgery. The Department of Surgery, University of Alberta, jointly with the Stollery Children's Health Centre is accepting applications for the position of Divisional Director, Pediatric Surgery in the Department of Surgery and Chief of Surgery, Stollery Children's Health Centre. This appointment will be made at the level of Associate Professor for a three-year term with renewal for three additional years. The successful applicant must have completed the certifying qualifications of the Royal College of Physicians and Surgeons of Canada, with added subspecialty qualifications in any of the subspecialties of Pediatric Surgery. A demonstrated commitment to excellence in patient care, teaching and research is expected. Previous administrative experience would be an asset. Income will be derived from clinical earnings plus a base salary for rank ($52,246 - $74,680) plus benefits, from the University of Alberta. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by December 31, 1999, enclosing a recent curriculum vitae and the names of three referees to: Dr. SM Hamilton, Walter Stirling Anderson Professor and Chair of Surgery, 702-24, Walter Mackenzie Health Sciences Centre, 8440 - 112 Street, Edmonton, Alberta, T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

THEATRE

UNIVERSITY OF REGINA — Department of Theatre Pending budgetary approval, applications are invited for an eighteen-month term appointment at the rank of Assistant Professor, for a specialist in Dramatic Criticism and Theory, to commence January 1, 2000. The successful applicant will be required to teach all levels of classes in the Literature/Criticism area, and Introductory Dramaturgy, and will be expected to supervise BA Honour students and assist with the introduction of MA and M.F.A. programs. Applicants should have a Ph.D. and an active record of teaching and publication. The Department is also particularly interested in candidates able to teach Greek and Roman or 18th and 19th Century Theatre History, Feminist Approaches to Theatre and/or Modern Critical Theory. A background in Dramaturgy and/or playwriting would also be desirable but exceptional candidates with any specialization will be considered. Please submit an application with a curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters by November 15, 1999: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

THEOLOGY

MCMASTER DIVINITY COLLEGE — Principal and Academic Dean McMaster Divinity College, a theological college of Baptist heritage affiliated with McMaster University and the Toronto School of Theology, has initiated a search for the position of Principal and Academic Dean. The term of the present incumbent expires June 30, 2000. Qualifications for the position include a terminal degree in a relevant theological field, sympathy with the theological and educational mission of the College and the Baptist Convention of Ontario and Quebec, demonstrated administrative ability, and pastoral experience. Applications (enclosing Curriculum Vitae) or nominations may be forwarded to the Chair of the Search Committee, Mr. John W. Irwin, 81 Bayview Ridge, Willowdale, ON M2L 1E3. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and Landed Immigrants. Interviews will commence in November of 1999

URBAN STUDIES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has a tenure-track position available in the field of Urban Studies. Please see our full-page display ad in this issue.

VETERINARY MEDICINE

UNIVERSITY OF PRINCE EDWARD ISLAND — Faculty of Veterinary Medicine, Environmental Toxicologist. The Department of Anatomy and Physiology, Atlantic Veterinary College, invites applications for a full-time probationary (tenure track) appointment at the Assistant Professor level to commence July 1, 2000. The successful candidate will be expected to provide high quality instruction to both undergraduate (DVM) and graduate students, principally in the areas of mammalian anatomy and toxicology and to develop an independent, externally funded research program with emphasis in environmental toxicology. Participation in the graduate program will involve supervision of graduate students at the MSc and PhD levels. Candidates should have a demonstrated ability or potential to develop both proficiency in teaching and a strong, basic or applied research program. Minimal qualifications include a PhD in an appropriate discipline. Persons holding a DVM or equivalent are preferred. Relevant post-doctoral training would also be considered an asset. Candidates with research interests that complement existing programs within the Faculty are particularly encouraged to apply. Current areas of strength in the Department include molecular and/or cellular approaches to the study of endocrinology, pharmacology, developmental biology and neurobiology, as well as both basic and applied research in laboratory and companion animals, aquatic species and livestock. Anatomy and Physiology is a multi-disciplinary department offering faculty considerable potential for independent and collaborative research. The Atlantic Veterinary College has modern, well-equipped facilities located in a rural setting. Further details can be obtained at www.upei.ca/~avc. Applicants should include a current CV, statement of research and teaching goals, and contact information for at least 3 references. Applications should be sent prior to January 15, 2000, to: Dr. Luis A. Bate, Chair, Department of Anatomy & Physiology, University of Prince Edward Island, Atlantic Veterinary College, 550 University Avenue, Charlottetown, Prince Edward Island, Canada C1A 4P3; Tel: (902) 566-0881; Fax: (902) 566-0832; e-mail: batel@upei.ca. In accordance with Canadian immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to gender equity in employment.

VISUAL ARTS

THE UNIVERSITY OF VICTORIA, Faculty of Fine Arts, Department of Visual Arts invites applications for a full-time tenure track faculty appointment at the level of Assistant Professor in the area of Sculpture beginning July 1,2000. Job Description: teaching graduate and undergraduate students sculpture, hands-on practice with materials and techniques, active role in administration, artistic involvement in local community. Criteria essential to applicants: MFA or equivalent degree, practicing professional artist in the area of sculpture, significant exhibition record, published critical reviews, technical knowledge of building and fabricating, ability to engage in critical debate, interpersonal communication skills, competency in administrative activities. Submit letter of application, current curriculum vitae, twenty slides, statement of teaching philosophy, names of three referees, and a SASE. Send applications to Sandra Meigs, Chair, Visual Arts Department, University of Victoria, PO Box 1700, Victoria BC V8W 2Y2. Attention: Sculpture Competition. All applications must be received in the Visual Arts office by February 10, 2000. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

THE UNIVERSITY OF VICTORIA, Faculty of Fine Arts, Department of Visual Arts invites applications for full-time tenure track faculty appointment at the level of Assistant Professor in the area of Digital Multi-media beginning July 1, 2000. Job Description: teaching graduate and undergraduate students art in digital media, hands-on practice with digital software and hardware, active role in administration, artistic involvement in local community. Criteria essential to applicants: MFA or equivalent degree, practicing professional artist in the area of art in digital media, significant exhibition record, published critical reviews, technical knowledge of production in digital media including current computer software programs and video, ability to engage in critical debate, interpersonal communications skills, competency in administrative activities. Submit letter of application, current curriculum vitae, twenty slides, CDs and/or video, statement of teaching philosophy, names of three referees, and a SASE. Send applications to: Sandra Meigs, Chair, Visual Arts Department, University of Victoria, PO Box 1700, Victoria BC V8W 2Y2. Attention: Digital Multi Media Competition. All applications must be received in the Visual Arts office by February 10, 2000. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

WOMEN'S STUDIES/ENGLISH

THE UNIVERSITY OF WINNIPEG — The Women's Studies Program and the English Department at the University of Winnipeg invite applications for a probationary position at the rank of Assistant Professor, effective July 1, 2000. This appointment is subject to budgetary approval. Applicants should have, or expect to have, a Ph.D. in Women's Studies or English, or appropriate equivalent. Salary will be commensurate with qualifications and experience. The successful candidate must have a strong commitment to undergraduate teaching in interdisciplinary Women's Studies and in English. The focus in Women's Studies should be on Aboriginal Women. In the English Department, the focus should be on Aboriginal Literatures. The combination of teaching assignments will be worked out with the successful candidate. Women's Studies is doing curriculum development in the area of Aboriginal Women's Studies and will work with the successful candidate to design a second-year course. Other courses to be taught include Introduction to Women's Studies and upper-level, Women's Studies courses (eg Women's Studies Practicum, Feminist Theory). Interest and ability to teach in the area of Women of Colour in Canada is an asset. The English Department has recently developed a new, upper-level course in Aboriginal literature. After the first year of teaching this course, the successful candidate will also teach other courses on rotation. This appointment is in keeping with current developments in Aboriginal curricula at the University of Winnipeg. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should send, by January 10, 2000, a curriculum vitae, three letters of reference, a sample of course outlines you have developed or taught and a sample of research to: Keith Louise Fulton, Women's Studies and English, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9; Fax 204-774-4134. For further information, contact: e-mail: Keith Louise Fulton <k.fulton@uwinnipeg.ca>, Coordinator of Women's Studies or e-mail: Neil Besner <neil.besner@uwinnipeg.ca>, Chair, English Department.

ZOOLOGY

THE UNIVERSITY OF MANITOBA's Department of Zoology invites applications for a tenure track Evolutionary Biologist with expertise in fishes. This Assistant Professor position, subject to final budgetary approval. This position is available July 1, 2000 or sooner. Applicants must possess a PhD in Zoology or allied discipline, with post-doctoral experience or equivalent research experience and evidence of strong research potential. Candidates' expertise and research approach could include any of the following: systematics, molecular aspects, bioinformatics, biogeography, genetics, and conservation. The successful applicant will be expected to establish a strong, externally-funded research program, supervise graduate students and teach in our undergraduate and graduate programs. The salary range for the position is $42,524 to $65,040. Startup support to help establish a research program is available. The successful applicant will join a strong research-oriented department that offers graduate and undergraduate education covering a wide spectrum of areas in animal biology from developmental/cell biology to organismal and evolutionary biology. The Zoology Department is growing and currently has 16 faculty members including 2.5 instructors. Physiology, from both a research and a teaching perspective is a departmental strength. The Department has a first-rate animal holding facility for both terrestrial and aquatic organisms and access to facilities at several field stations. There are opportunities for developing interactions and collaborations with various biologically related departments within the University as well as external agencies such as the Federal Freshwater Institute and the Canadian Sciences Center for Human and Animal Health and various other research institutes within the Health Sciences Center and St. Boniface Research Center. Also one of the Centers of Excellence in Neurosciences is located here in the Physiology Department of the Medical School. Winnipeg is an affordable, cosmopolitan city with a rich ethnic diversity, an active arts community and a wide array of outstanding restaurants. Outdoor activities and nature are close at hand within and outside the city. Detailed information about our programs and research strengths as well as about the University and the city of Winnipeg can be found in our web site (www.umanitoba.ca/faculties/science/zoology/zoohome.htm) or by contacting the Head. The University of Manitoba encourages applications from qualified members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a brief statement of teaching philosophy, a summary of teaching experience (both lectures and labs) and career goals. The names and addresses (including e-mail) of three referees should be included. The closing date for completed applications is January 3, 2000. Dr. Erwin Huebner, Head, Department of Zoology, University of Manitoba, Winnipeg, MB, Canada, R3T 2N2: ehuebner@ccumanitoba.ca. Further information about the position can be obtained from Erwin Huebner at 204-474-9245 or fax 204-474-7588.

THE UNIVERSITY OF MANITOBA's Department of Zoology invites applications for a probationary instructor II position, subject to final budgetary approval. This position is available July 1, 2000 or sooner. Applicants must possess at least an MSc in a biological or biomedical discipline. The academic disciplines where expertise is essential are primarily Human anatomy and physiology, and secondarily introductory biology and cell/developmental biology. The salary range for this position is $39,988 to $51,169. The primary responsibilities will be to teach in first year human anatomy and physiology courses and will include lecturing, developing and supervising of laboratories and related academic duties. Teaching duties also may include some lecturing in our introductory 1st and 2nd year courses including introductory biology. Expertise in cell and developmental biology is expected for developing and supervising labs in these subject areas. Teaching will be during regular session and intersession on campus but sometimes may involve distance delivery of courses. Demonstration of excellent teaching proficiency and experience is essential. Zoology instructors also serve on certain appropriate departmental committees as assigned by the Head. The successful applicant will join a thriving life-science department with excellent undergraduate programs, strong research programs and significant activity in service teaching for a variety of other faculties. The spectrum of teaching and research activities cover areas of animal biology from developmental cell biology, physiology, to organismal and evolutionary biology. The Zoology Department presently has 16.5 faculty members including 2.5 instructors. Besides courses aimed at the honors and major students, we provide human anatomy and physiology courses for the Faculties of Nursing, Physical Education, Arts, Science and others. Instructors play an integral role in the teaching and collegial fabric of the Department. Zoology has close ties with the other life-sciences departments within the University as well as with Federal and Provincial agencies. Winnipeg is an affordable cosmopolitan city with a rich ethnic diversity, an active arts community and a wide array of world-class restaurants. Outdoor activities and nature are close at hand within and outside the city. Detailed information about our programs and research strengths as well as about the University and the city of Winnipeg can be found in our web site (www.umanitoba.ca/faculties/science/zoology/zoohome.htm) or by contacting the Head. The University of Manitoba encourages applications from qualified members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a brief statement of teaching philosophy, a summary of research interests including a brief outline of a proposed research program with long-term objectives and the names and addresses (including e-mail) of three referees to the address below. The closing date for completed applications is January 3, 2000. Dr. Erwin Huebner, Head, Department of Zoology, University of Manitoba, Winnipeg, MB, Canada R3T 2N2: ehuebner@ccumanitoba.ca. Further information about the position can be obtained from Erwin Huebner at 204-474-9245 or fax 204-474-7588.

THE UNIVERSITY OF MANITOBA's Department of Zoology invites applications for a tenure track position in Animal Physiology at the Assistant Professor level subject to budgetary approval. This position is available July 1, 2000 or sooner. Expertise may be in any area of cellular, whole-animal, environmental or integrative physiology. Qualified applicants must have a PhD in an appropriate biological discipline with post-doctoral or equivalent research experience. The successful applicant will be expected to establish a strong externally-funded research program, supervise graduate students and teach in our undergraduate and graduate programs. The salary range for the position is $42,524 to $65,040. Startup support to help establish a research program is available. The successful applicant will join a strong research-oriented department that offers graduate and undergraduate education covering a wide spectrum of areas in animal biology from developmental/cell biology to organismal and evolutionary biology. The Zoology Department is growing and currently has 16.5 faculty members including 2.5 instructors. Physiology, from both a research and a teaching perspective is a departmental strength. The Department has a first-rate animal holding facility for both terrestrial and aquatic organisms and access to facilities at several field stations. There are opportunities for developing interactions and collaborations with various biologically related departments within the University as well as external agencies such as the Federal Freshwater Institute and the Canadian Sciences Center for Human and Animal Health and various other research institutes within the Health Sciences Center and St. Boniface Research Center. Also one of the Centers of Excellence in Neurosciences is located here in the Physiology Department of the Medical School. Winnipeg is an affordable, cosmopolitan city with a rich ethnic diversity, an active arts community and a wide array of outstanding restaurants. Outdoor activities and nature are close at hand within and outside the city. Detailed information about our programs and research strengths as well as about the University and the city of Winnipeg can be found in our web site (www.umanitoba.ca/faculties/science/zoology/zoohome.htm) or by contacting the Head. The University of Manitoba encourages applications from qualified members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a brief statement of teaching philosophy, a summary of research interests including a brief outline of a research program with long-term objectives and the names and addresses (including e-mail) of three referees to the address below. The closing date for completed applications is January 3, 2000. Dr. Erwin Huebner, Head, Department of Zoology, University of Manitoba, Winnipeg, MB, Canada, R3T 2N2: ehuebner@ccumanitoba.ca. Further information about the position can be obtained from Erwin Huebner at 204-474-9245 or fax 204-474-7588.

VAUGHAN CHAIR IN REGIONAL ECONOMICS

The University of New Brunswick invites applications and nominations for the Vaughan Chair in Regional Economics within the Department of Economics

The Department of Economics is a unit of the Faculty of Arts with 11 faculty members.

The Department offers programs leading to undergraduate and Master's degrees in Economics

The appointment will be made at a senior level and the successful applicant will have a PhD and a proven research record. A knowledge of regional economic development issues and a demonstrated ability to apply this knowledge to practical economic problems is required. Duties will involve research, teaching 6ch per year, and supervision of graduate students. The individual holding the Vaughan Chair is expected to follow established tradition and develop a working rapport with relevant private sector and public sector groups in Atlantic Canada and, as a result, make a significant contribution to the development of regional economic policy

Please send nominations or applications, including CVs and the names of three references by **December 1, 1999** (applications will be accepted until the position is filled) to:

Dr. Beverly Cook, Chair
Department of Economics
University of New Brunswick
P.O. Box 4400, Fredericton, N.B. E3B 5A3

Telephone: (506) 447-3202
Fax: (506) 453-4514
E-mail: bac@unb.ca

Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.City.Fredericton.nb.ca/welcome.html respectively.

The date of appointment will be July 1, 2000 although an alternate date may be arranged.

We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

ACCOMMODATIONS

CENTRAL LONDON (UK) studio apartment available from May 2000 email vburton@morgan.ucs.mun.ca

PARIS Furnished Studio for Rent. Sep. kitchen fully equipped, and WC, 4-piece bath, UG parking, lots of closet space. Phone/answ., TV-video-stereo Exc. sunny location; close to TGB, steps from transp. & shopping. Dec. 00 to June 01. $990/month (all incl) (604) 732-9016, or cgfb@interchange.ubc.ca

SABBATICAL RENTAL — Firenze / Italy. Historic Centre attractive one-bedroom apartment sleeps 2/4. Monthly (4 weeks) Lit 1.500 000 + util; weekly lit 700 000 (2 people) all incl. Spezzottu 011-39-055-245-739.

SABBATICAL RENTAL in Toronto — attractive 3 bedroom house in Upper Beaches. Easy TTC to U of T or Ryerson. Fully furnished, parking, 2 decks, garden etc. Non-smoking, no pets. $1,500 plus utilities. Available 1st Jan to 30th June, 2000. Dates could be flexible by negotiation. email johnmp@yorku.ca or phone (416) 469 2079.

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QUEEN'S UNIVERSITY AT KINGSTON

Faculty Appointments in the Faculty of Law

Queen's University Faculty of Law invites applications for two initial tenure track appointments at the rank of Assistant or Associate Professor, to begin July 1st, 2000. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at Queen's and beyond. The main criterion of interest to the selection committee is academic excellence, as reflected in the candidates' scholarly and teaching record and demonstrated potential. Applicants must have completed, or be close to completing, graduate studies in law.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Each full application should include a curriculum vitae, copies of transcripts, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is *November 15th, 1999*.

Applications and letters of reference should be sent to: *Dean Alison Harvison Young, Faculty of Law, Queen's University, Kingston, Ontario, Canada K7L 3N6*; Telephone: (613)533-6000, ext. 74285; Fax: (613)533-6509.

DALHOUSIE UNIVERSITY

SCHOOL OF HUMAN COMMUNICATION DISORDERS

FACULTY POSITION IN SPEECH-LANGUAGE PATHOLOGY

ASSISTANT PROFESSOR

Applications are invited for a full-time probationary tenure track position in speech-language pathology at the assistant professor level. The position requires expertise in neurogenic communication disorders. Primary responsibilities include teaching graduate level courses, the development of a program of on-going research, and supervision of student research. The appointment is for 12 months per year with no summer teaching duties. Qualifications include completion of a doctorate degree. Previous teaching/research experience is an asset. Salary is competitive and will be commensurate with qualifications and experience. This appointment is subject to budgetary approval. Starting date is August 1, 2000 but may be negotiable. Review of applications will begin December 1, 1999 and continue until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Aboriginal peoples, persons with a disability, racially visible persons and women. Send letters of application, curriculum vitae, copies of recent publications, and three references to:

Joy Armson, Ph.D., *Director*
School of Human Communication Disorders
Dalhousie University
Halifax, Nova Scotia B3H 1R2
(902) 494-7052 (phone)
(902) 494-5151 (fax)
e-mail (j.armson@is.dal.ca)

Fighting for the Freedom of Inquiry

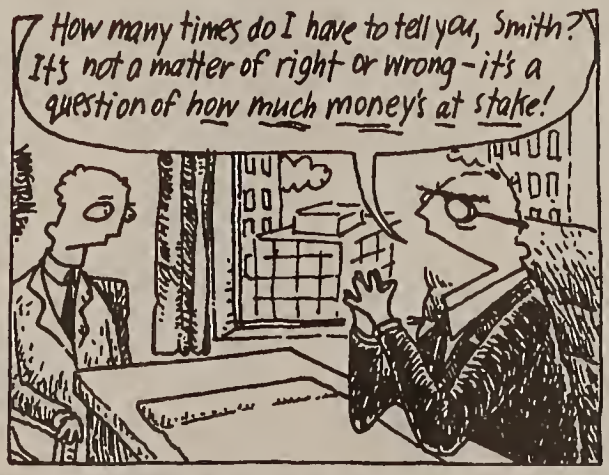
By BILL GRAHAM

THEY are still at it, the apologists for the commercialization of publicly-funded higher education and research. Small teams of government folk are holding consultations in various places concerning the report of the Expert Panel on the Commercialization of University Research. They are telling everyone the report is being well received. They are telling the same thing to the federal government. They are saying it has already been approved by the Prime Minister's Advisory Council on Science and Technology.

Early in October, CAUT met with Tom Brzustowski, president of the Natural Sciences and Engineering Research Council, and two others to discuss the expert panel's recommendations. CAUT told Brzustowski the report deserved a stake through its heart. We catalogued in great detail the fundamental flaws in the report from its proposal that commercialization become a fundamental mission of universities (affecting promotion and tenure), to its treatment of intellectual property, creating subdivisions dedicated to commercialization and a cadre of innovation-gauleiters.

CAUT also told the delegation it would be prepared to participate in a well-thought-out and balanced report on the relationship between basic and applied research, for CAUT has never been opposed to applied research, or the commercialization of it, so long as academic priorities and academic freedom are preserved, and so long as publicly-funded research is carried out in the public interest and for the public good.

It is notable that even many members of the "innovation community" in Canadian universities – that is, those already involved in the transfer of knowledge for commercial purposes – have condemned the report. Nobel Prize Laureate John Polanyi has done so on many occasions. "The criterion of wealth creation is going to rule," he said. "This is the major threat to universities in the coming decade."



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But powerful forces are behind the report, and it isn't something that just dropped off the shelf and will be swept under the carpet because wise people are opposed to it. Its basic message has been in the works for many years. The report defines commercialization as "Innovation: the process of bringing new goods and services to market, or the result of that process."

Four years ago a symposium on research funding was sponsored by Industry Canada, the three federal granting councils, and corporations such as Alcan and Northern Telecom. The message was similar; Brzustowski, newly appointed as president of NSERC, defined it as "Innovation: the process of bringing new goods and services to market – value added."

Seven years before that, in 1988, the Science Council of Canada concluded a three-year investigation of university/industry linkages with a report that said universities must engage more actively in the economic renewal of Canada by reorienting their activities to provide the teaching and research required by the private sector.

"What is at stake," said Ursula Franklin, metallurgist and university professor emerita at the University of Toronto, "is the commercial takeover of higher education." She was giving the keynote address at the CAUT conference, "Universities and Colleges in the Public Interest: Stopping the Commercial Takeover of Post-Secondary Education."

In the past, knowledge was mobilized by the state and the military for their research interests. Commercialization is merely the privatization of war. It worked well for the military; it works well for the private sector.

University teachers and academic librarians must respond clearly and decisively, and now. The free and unfettered creation, preservation, dissemination and exchange of knowledge are at stake. Universities are more than production sites (in the commercial sense), but the forces against us are great. The Business Council on National Issues and its right-wing think tanks want to prevent further federal core funding of universities in favour of targeted funding and promoting partnerships between universities and the private sector for the sake of the commercial exploitation of knowledge created by university researchers.

In the Orwellian language of the federal government, private sector objectives and gains become translated into "the public good"; university teachers and academic librarians operating in the public interest become "special interest groups." The fundamental issue is: who controls what research will be publicly funded? The answer, increasingly is – private sector corporations in search of profits. To the barricades! ■

Background: *CAUTNow!* Vol. 1, Nos. 1, 2 & 4 available at www.caut.ca.

À la défense de la liberté de recherche

LES défenseurs de la commercialisation de l'enseignement supérieur et de la recherche financés par les deniers publics ne lâchent pas le morceau. De petites équipes de gens du gouvernement tiennent des consultations à divers endroits au sujet du rapport du Groupe d'experts sur la commercialisation des résultats de la recherche universitaire. Ils disent à tout le monde que le rapport est bien accueilli. Ils disent la même chose au gouvernement fédéral. Ils disent que le Conseil consultatif des sciences et de la technologie du premier ministre l'a déjà approuvé.

Au début d'octobre, des représentants de l'ACPPU ont rencontré Tom Brzustowski, président du Conseil de recherches en sciences naturelles et en génie, et deux autres personnes pour discuter des recommandations du Groupe d'experts. L'ACPPU a déclaré à Tom Brzustowski que le rapport méritait d'être jeté à la poubelle. Nous avons décrit en détail les vices fondamentaux du rapport, de la suggestion de faire de la commercialisation la mission fondamentale des universités (touchant ainsi les promotions et la permanence) en passant par le traitement accordé à la propriété intellectuelle par la création de sous-divisions vouées à la commercialisation et à un groupe de tyrans de l'innovation.

L'ACPPU a en outre déclaré à la délégation qu'elle était prête à participer à un rapport bien conçu et équilibré sur le lien entre la recherche fondamentale et appliquée. L'ACPPU, en effet, ne s'est jamais opposée à la recherche appliquée ou à sa commercialisation tant que sont préservées les priorités et la liberté universitaires, et tant que la recherche financée par les deniers publics s'effectue dans l'intérêt public et pour le bien collectif.

Il est remarquable de constater que même de nombreux membres de la «collectivité de l'innovation» dans les universités canadiennes, à savoir ceux qui participent déjà au transfert des connaissances à des fins commerciales, ont condamné le rapport. John Polanyi, lauréat du prix Nobel, l'a fait à maintes occasions. Selon lui, le critère de la création de richesses domine et il constituera la principale menace pour les universités au cours des dix prochaines années.

Des forces puissantes soutiennent toutefois le rapport. Il n'est pas apparu inopinément et il ne peut non plus disparaître parce que des personnes avisées s'y opposent. Son message de base circule d'ailleurs depuis de nombreuses années. Le rapport définit ainsi la commercialisation : «Innovation : le processus qui consiste à commercialiser de nouveaux produits et services, ou le résultat de ce processus.» Il y a quatre ans, le ministère fédéral de l'Industrie a parrainé un symposium sur le financement de la recherche, de concert avec les trois conseils subventionnaires et des sociétés comme l'Alcan et Northern Telecom. Or, le message était le même. Le président nouvellement nommé du CRSNG, Tom Brzustowski, a défini l'innovation comme le «processus qui consiste à commercialiser de nouveaux produits et services, à valeur ajoutée».

Sept ans plus tôt, en 1988, le Conseil des sciences du Canada terminait une enquête de trois ans sur les liens université-industrie et concluait, dans son rapport, que les universités devaient participer davantage au renouveau économique du Canada en réorientant leurs activités pour pouvoir fournir l'enseignement et la recherche dont le secteur privé a besoin.

Selon Ursula Franklin, métallurgiste et professeure émérite à l'Université de Toronto, l'enjeu est la prise de pouvoir commerciale de l'enseignement supérieur. Elle a prononcé le discours-programme à la conférence de l'ACPPU intitulé «Universities and Colleges in the Public Interest: Stopping the Commercial Takeover of Post-Secondary Education». Par le passé, l'État et l'armée mobilisait le savoir pour leurs intérêts de recherche. La commercialisation est simplement la privatisation de la guerre. Cela a bien fonctionné pour les militaires; cela fonctionne bien pour le secteur privé.

Les professeurs et les bibliothécaires d'université doivent dès maintenant réagir clairement et sans hésiter. La création, la préservation, la diffusion et l'échange libres et sans entrave des connaissances sont en jeu. Les universités sont plus que des sites de production (dans le sens commercial du terme) mais les forces qui s'opposent à elles sont grandes. Le Conseil canadien des chefs d'entreprise et ses penseurs de droite veulent empêcher que le fédéral verse davantage de crédits de base aux universités en faveur d'un financement ciblé. Ils veulent promouvoir des partenariats entre les universités et le secteur privé pour le bien de l'exploitation commerciale du savoir créé par les chercheurs universitaires. Dans la langue d'Orwell du gouvernement fédéral, les objectifs et les gains du secteur privé se traduisent en «bien collectif»; les professeurs et les bibliothécaires d'université travaillant dans l'intérêt public deviennent des «groupes d'intérêt». La question fondamentale est la suivante : Qui contrôle quelles recherches seront financées par les deniers publics? De plus en plus, la réponse est : les entreprises privées en quête de profits. Aux barricades! ■

Traduit de l'article «Fighting for the Freedom of Inquiry».